	MATERIAL	REVIEWE	AT CIA	HEADQUART	ERS BY	É
HOUSE	SELECT CO	DUMITTEE	ON ASSA	SSINATIONS	STAFF	MEMBERS

	NUMBER/VOLUME: HIC	FILE	
INCLUSIVE DA	TES.		
	IT/LOCATION:		
	ROOM:		
DELETIONS, I	F ANY: 12 19 (5)	Town Brown	Car ve lo per
		Tayon &	
	4		
	DATE FURNED REVIEWED BY (F	PRINT NAME) SIGN	NATURA OF REVIEWING OFFIC
PO'S AUCHS A	HARDWAY	Forzi He	and work of the
8/28/18	0821		AUDI C
			· · · · · · · · · · · · · · · · · · ·
,		·	
	· · ·		
-			

NO DOCUMENTS MAY BE COPIED OR REMOVED FROM THIS FILE

NOTIFICATION OF PERSONNEL ACTION 2 NAME (LAST FIRST-MIDDLE) ASSIST HICKS CALVIN W. THATUR OF PROMETACION RETTINETED FOR THE TEST OF THE T TEGETET TY STURE ON THE 12 |27 | 74 SYSTEM AND CANCELLATION OF ASCA. PESTLAS V-10 V CF TO V CF TO CF \$272 4116 8/25 PL 89-648 \$261 231 13 SERVICE DESIGNATION ngeg . . OAA 11 MATCH OFFICER. TA CLASSIFICATION SCHEDULE (GS. LB. alc.) IS OCCUPATIONAL SERES TA GRADE AND STEP 17 SALARY OR BATE 137.17 27512 . SIGNATURE OR OTHER AUTHENTICATION

12 FET 25 1

the state of the state of	1.4 hen	(dled to)	, <u>Y</u> .,
REQUEST FOR	PERSONNEL	ACTION	24 January 1975
1 SERIAL NUMBER 2 MAME! Last-First- Mid	Idles		25
056361 HICKS, Calv	din W.	COE 1700 HOURS	
I NATURE OF PERSONNE ATTORRETT PERSONNE		4 EFFECTIVE DATE REQUESTED	S CATEGORY OF EMPLOYMENT
Under CIA Retirement &	-Disability	MONTH DAY YEAR	1
System & Cancellation	10 10 10 10 10 10	12 27 7.4	Regular B UGAL AUTHORITY (Completed by Office of
& FUNDS	y 10 c		Periodad)
Crov	0100	5222-4116 0000	
P. ORGANIZATIONAL DESIGNATIONS DDO/Operations Staff Intelligence Group Intelligence Watch Br	anch	Wash., D.	
11. POSITION TITLE		12. POSITION NUMBER	13 CAREER SERVICE DESIGNATION
Watch Officer .	(14)	0947	DAA
14" CLASSIFICATION SOMEDULE (GS. LB, etc.)	15. OCCUPATIONAL SERIES	16. GRADE AND STEP	17 SALARY OR RATE
GS .	0132.07	13 9	, 26,189. 27,632.
18. REMARKS			
LWD: 27 December 1	974		
Orig - CNG/MID 1 - Payroll 1 - OPS/SP			withlew a. fall
Co-ordinated with Pau	1 Seidel/ROB	Clanic	Plung B/RS 1/38/74
30 January 1975.		01.2	27/1/2 1/34/14
18A CHAPTE OF EQUESTING COMOLAL	DATE SIGNED	188 SIGNATURE OF CARLES SLAVE	,
W. Characia	SP 24/61/75	Sich love of career services	APPROVING OFFICER DATE SIGNED
	SELOW FOR EXCLUSIVE US	E OF THE OFFICE OF PERSON	NEL ///
CON CON	22. STATION . 23. INTEGREE, CODE . CODE	14 HOOTES 25. DATE OF BIRTH!	26. DATE OF GRADE 27. DATE OF LES
45 10 Nametic ALPHABETIC	1,100	11 108 24	MO DA. YR MO. DA YR
24. RTE EXPIRES , 29. SPECIAL 30 RETIREM	BASE CORE	32 CORRECTION/CANCELLATION DATA	33 SECURITY 34 SEX
MO. DA YR	1 1	- 1	EOD DATA
35 - VET PREFERENCE 36. SERV COMP DATE 37 LONG	O, HE, CO, Q E. COMP DATE. 38 CAMER CATE		I IRSURANCE 40. SOCIAL SECURITY BO.
CODE 0-808 M3 CA YR MO 1-5 PT. 12-10 PT.	DA. YR CAR/RESY PROY/TEMP	CODE 0-WAIVES - 185/097	HEALTH INS. CODE
	12. LEAVE CAT. 43.	FEOLERAL TAX DATA	44 STATE TAX DATA
CODE 0-NO PREVADES SERVICE 1-NO RECAR IN SERVICE 2-DELAK IN SERVICE LESS TRAN 3 YEARS)	CODE FORM EXECUTED C	ODE NO TAX EXEMPTIONS	FORM EXECUTED CODE NO. TAX STATE DEEMP. CODE
3-BEAR IS SENAZ, MOSE THAS 3 YEARS) 45. POSITION CONTROL CENTPICATION		IO. OP APPROVAL	
(a · -	FEB 1975	Jasmule D	Tovana 1/3475
OEM 1152 USE PREMIOUS EDITION	SECRET CLASS	#IED 87 01-0332	EX -2 APOIR (4)

ADMINISTRATIVE - INTERNAL USE ONLY

MEMORANDUM FOR: Chairman, Board of Medical Examiners

: Request for Medical Evaluation -Mr. Calvin W. Hicks

- 1. Subject, a participant in the CIA Retirement and Disability System, has applied for disability retirement under the provisions of Section 231 of Public Law 88-643, Central Intelligence Agency Retirement Act of 1964 for Certain Employees. It is requested that a medical examination be arranged for Subject and that a written report of the Board of Medical Examiners as prescribed in paragraph f. (4) of HR 20-50 be submitted to the Director of Personnel.
- 2. Attached are copies of the Supervisor's Statement, the Application for Disability Retirement, and a private physician's statement.
- 3. Subject intends to remain on duty until a decision is made rogarding his application for disability retirement.

R. L. Austin, Jr. Deputy Director of Personnel for Special Programs

Attachments:

- a. Supervisor's Statement
- b. Application
- . c. Physician's Statement

- Distribution:

 - 1 ROB Soft File 1 ROB R-ader

OP/RAD/ROB/P Trideliat/1757 - (A. NEVENDETUS

10 December 1973

MEMORANDUM FOR: Chief, Career Management Group

SUBJECT:

Promotion of Mr. Calvin W. Hicks

- 1. I would solicit Career Management Group and the Promotion Panel to consider the overall career of Calvin W. Hicks when deciding on the current cycle of promotions from GS-13 to GS-14.
- 2. After Mr. Hicks EOD in 1950, he advanced rapidly in three years to GS-11. He was promoted to GS-12 in 1956, six years later to GS-13 in 1962, and since then has been almost 12 years in grade. He has had overseas tours with FE and NE Divisions, has served as a training instructor, on a PM task force, and with Miami Ops and area branches in WII. In these assignments he consistently received Strong ratings. Despite a largely paramilitary background, in 1967 he adjusted to the intelligence production cycle and developed the skills of an operations officer doing operations-oriented reports work in the Intelligence Watch. As of this date he has the longest continuity in the Intelligence Watch and is rated as a mature and thoughtful individual who exercises excellent professional judgment. He was recommended for promotion from GS-13 to GS-14 in April 1968 and in April 1969. In 1970 he was recommended for a QSI by FI Chief, Peer deSilva. He was again recommended for promotion in March 1971, in November 1972, and in November 1973.
- 3. Admittedly, promotions are competitive and the rankings are relative and must be adjusted to the headroom available. The overall history of his career would seem to argue the equity of granting the often recommended promotion to Mr. Calvin Hicks as he nears the end of a career. Mr. Hicks is 49 years old and has a family of five children. He has a medical hold which will not allow him to serve overseas at this time and he therefore, contemplates retirement at age 50 (in late 1974). He is and will be until then a valuable member of the Intelligence Watch.
- I recommend that the promotion which has escaped him in the last decade be granted at the time of this year's promotion cycle.

L. A. Campbell

Chief, Operations Staff

13 November 1973

MEMORANDUM FOR: Care

Career Management Group Mid-Career Officer Branch

SUBJECT

Recommendation for the Promotion of Calvin W. Hicks (056361)

to 6S-14

1. I would again like to recommend the promotion of subject officer from GS-13 to GS-14. Mr. Hicks has been with the Intelligence Watch since June 1967 and his performance has been characterized consistently by exceptional proficiency. He serves on a rotating schedule with seven other officers doing identical work, some of whom are currently in GS-14.

- 2. A medical hold has precluded any further overseas assignments and for this reason his stay in IW has been extended until November 1974, when he will be 50-years-old at which time he plans to retire under the Agency retirement system.
- 3. Mr. Hicks' resourcefulness and ability to apply the multitude of reporting instructions and techniques have been convincingly demonstrated in crisis situations such as the recent Chilean coup and the Middle-Eastern crisis. He has consistently displayed initiative and good judgment in meeting unforeseen crisis with rapid and effective action and has clearly demonstrated his ability to continuously adjust to rotating shifts and the irregular flow of traffic.
- 4. For his sustained high level of performance in 1972 Mr. Hicks received a quality step increase in recognition and as proof of the high esteem in which he is held by his superiors. He occupies a GS-14 slot. His promotion is again recommended in recognition of his long years of Agency service.

Joseph A. Procaccino C/OPS/INT/IW

Concur: Eloise R. Page, C/OPS/INT

E2 IMPDET CLBY 002025

SEGRET

26 September 1973

MEMORANDUM FOR: Chief, Operations Staff

SUBJECT:

Appreciation of IW Performance During Chilean Upheaval

- 1. The officers of the Intelligence Watch (IW) performed admirably in swiftly processing the heavy flow of intelligence engendered by the recent political upheaval in Chile. In many instances, reports were in the hands of customers in the intelligence community within minutes of being filed in Santiago.
- 2. Please extend to the IW officers concerned the appreciation of this Division for their fine performance. I suggest that a copy of this memorandum be placed in the personnel folder of each of the officers concerned.

David A. Phillips

Chief, Western Hemisphere Division

E2 IMPDET CL BY 039964

JCS C7/4	, i. 21 / 7 4		NOTIFICATION O	F PERSONNEL ACTIO	N 4	_
1. SRIAL NUMBER	2 NAME	E (LAST FIRST MIDDLE)	IN W			
NATURE OF PERSONS	EL ACTION			MG SA VE	EGONY OF EMPLOYMENT	
EASSIGNA	ENT	V 10 V	V 10 Ø	7 (AN AND NILA	8 (SC OR OTHER LEGAL ACTIVIDED)	
FUNDS		(F TO , V	g to g			٠.
ORGANIZATIONAL DES	ICNATIONS			4222 4116 00 10 LOCATION OF OFFICIAL STATION	011	٠.
COZFI ST	AFF			WASH. D.	C.	
	'.					
ATCH OFF	ICER			12 POSITION NUMBER	D CAREER SERVICE DEVISIONS	
CLASSIFICATION SCHED	WIE (GS, 18,	, etc)	IS OCCUPATIONAL SERIES	16. GRADE AND STEP	17 SALARY OR RATE	
S			0132.07	13		
REMARKS				1.		
•					•	
ŧ	•			•		
•	. '			•	•	
		1				
			; ;			٠
		, ,,				
			·		POSTED	
		: -			723550	
		1			C.	
•		•	•			
		. !	,			
			SIGNATURE OR OTH	ER AUTHENTICATION		_
•		,		ı		
		•	1	:.	. 7	

Use Previous

1 3 APR 1972

MEMORANDUM FOR: Calvin W. Hicks

: Quality Step Increase

- I was pleased to learn that you have been granted a Quality Step Increase. Such recognition is proof of the high esteem in which you are held by your supervisors in the Claudestine Service.
- 2. Please accept my personal best wishes. I am confident that your future performance will be of a continuing high quality.

/S/ Cord Moyer. Jr. Thomas H. Karamessines Deputy Director for Plans

CSPS/SOB/Hileberman;rv(11Apr72)

Distribution:

Orig - Addressee

- OP/Files

1 - OP/Files 2 - DDP/Registry 1 - 8/SOD

1 - C/SOD/Pers

1 - CSPS/Subject File.

CONFIDENTIAL

1.0 AFR 1972

MEMORANDUM FOR: Secretary, DDP/QSI - HMA Panel

SUBJECT

: Notification of Approval of Quality Step Increase -Calvin W. Hicks

- 1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

Harry B. Fisher
Director of Personnel

COMPLDENTIAL

GROUP 1
Excluded from automatic
downgracing and
declessings (c)

MEMORANDUM FOR: Chief, Foreign Intelligence Staff

SUBJECT

Intelligence Watch Assistance to European Division

As I am preparing to leave the European Division, a note of appreciation is in order for the services rendered to us for the four years of my tenure here by the officers of the Intelligence Watch.

- 2. At a time of increasingly complicated intelligence collection and reporting problems, our Agency has come of age. We have recognized that information often cannot be allowed to wait for attention until sunrise, and that we must be able to respond to national needs and world events ground the clock. The Intelligence Watch, more than any other single institution, has made it possible for us to do this. We have benefited from its cooperation particularly under strained reporting conditions -- during Presidential. trips abroad, for instance -- but have also found IW's presence and judgment helpful at other times. I know that my staff relied on IW extensively.
- I am making a point of recognizing this because the Intelligence Watch -- a bit like our Agency as a whole -is apt to get more attention with an occasional slip than with a record of continuing accomplishment and success in coping with problems. From what I have been able to observe, the job has been well done.
- I hope you will bring this memorandum to the attention of those concerned.

Chief

European Division

Joseph Procaccino Walter Kuzmuk Robert Heron James Pekich Frank Levy

Howard Orr Calvin Hicks George Papadopolos Robert Sawicki

Pat Coble

	Latin assaults
REQUEST FOR PERSONNEL ACTION	22 December 1971
056361 Hicks, Calvin W.	
3 MATURE OF PERSONNIEL ACTION	1 - CATEGORY, OF EMPLOYMENT
Reassignment 22 23 7/	Regular
A RIPOS 7 MANOAL AMALYSIS NO. CHARGEANE. 2222-4116	8 LEGAL AUTHORITY (Completed by Office of Personniel)
DDP/FI Staff Intelligence Group Intelligence Watch DODP/FI Staff	
11. POSITION TITLE 12 POSITION NUMBER	13 CARLER SERVICE DESIGNATION
Watch Officer (14) 0947	D .
14. CLASSIFICATION SCHEDULE (GS, LB, sk.) 15 OCCUPATIONAL SERIES 16 GRADE AND STEP	17. SALARY OR RATE
GS 0132.07 13 7	s ²¹ ,313
18 REMARKS	HB: SOD
Reassigned from Position FI/INT/IW 1032	
Distribution: Orig CSPS/SOB 1 - FI/Pers	
TAL SCHMOOL OF BEOUTERING OFFICIAL - DATE SCHOOL 188 SIGNATURE OF CAREET SERVI	ICE APPROVING OFFICER DATE SIGNED
S. G. Garding C/F1/8G 22 Dec 71	
and a second sec	
	OHNEL
9 ACTION 25. EMPLOY 21. OFFICE CODING 22. STATION 23. HITEGREE 26 HOUTES 25 DATE OF DISTRICT.	ON PRES. 26 DATE OF GRADE 27 DATE OF LET
19 ACTION 20. EMPLOY 21. OFFICE COOKS	ONNES. 26 DATE OF GRADE 27 DATE OF LET MG. DA. YE. MG. DA. YE.
19 ACTION 20. EMPLOY 21. OFFICE COOKS 72. STATION 23. INTEGREE 26. MODIES 25. DATE OF BETTS COOK	ONNES. 26 DATE OF GRADE 27 DATE OF LET MG. DA. YR. MG. DA. YR. EOD DATA 33. SECURITY 28 DATE OF LET
TO DA. VR. SERVICE SE SERV COMP DATE SFIGURE DE LOGNE SE CAREER CARECORY SE CAREER LA PROPER DE LETA COMP. 28 ETE DUPIRES PO SPECIAL SO REFIREMENT DATA SIL SEPARATION DATA (DOE SERVE SE DETE COMP. DATE SE CAREER CARECORY SE FEGLI, MEAN DES SERV COMP. DATE SF CAREER CARECORY SE FEGLI, MEAN DES SERV COMP. DATE SF CAREER CARECORY SE FEGLI, MEAN DES SERV COMP. DATE SF CAREER CARECORY SE FEGLI, MEAN DESCRIPTION CAREER CARECORY SE FEGLI, MEAN DE CAREER CARECORY SE FEGLI MEAN DE CARECORY SE FEGLI MEAN DE CARECORY SE FEGLI MEAN DE	ONNESS. 26 DATE OF GRADE 27 DATE OF LET MG. DA. YE. MD. DA. YE. EOD DATA 33. SECURITY 34 SET EEQ. NO. TH INSURANCE 40 SOCIAL SECURITY NO
19 ACTION 20, EMPLOY 21. OFFICE COOKS 72. STATION 23. INTIGERE 26. HOUTES 25. DATE OF BETS	ONNESS. 26 DATE OF GRADE 27 DATE OF LET MG. DA. YE. MD. DA. YE. EOD DATA 33 SECURITY REQ. RO. TH INSURANCE MEALTH INS. CODE
THE ACTIONS 20. EMPLOY 21. OFFICE COOKS	ONNESS. 25 DATE OF GRADE 27 DATE OF LET 28 DATE OF GRADE 27 DATE OF LET 28 DATE OF LET 28 DATE OF SERVICE 33 SECURITY 28 Q. RO. 34 SET 18 INSURANCE 40 SOCIAL SECURITY NO 44 STATE TAX DATA
19 ACTION 20, EMPLOY 21. OFFICE COOKS 72. STATION 23. INTIGERE 26. HOUTES 25. DATE OF BETS	ONNESS. 26 DATE OF GRADE 27 DATE OF LET MG. DA. YE. MD. DA. YE. EOD DATA 33 SECURITY REQ. RO. TH INSURANCE MEALTH INS. CODE
TOOR SET PROFESSIONS STORY OF DATE OF SET COMES OF STATIONS OF SET SET COMES OF SET SET SET OF SET O	ONNESS. 26 DATE OF GRADE 27 DATE OF LET MG, DA, VR. MO, DA, VR. EOD DATA 31. SECURITY REG. RO. 14 INSURANCE MEALTH INS. CODE MEALTH INS. CODE MA STATE TAIL DATA FORM RESECUTED 1-715

5 MARCH 1971

Hat approved

MEMORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT:

RECONMENDATION FOR THE PROMOTION OF CALVIN W. HICKS (056361) TO GS-14

- 1. I RECOMMEND THE PROMOTION OF SUBJECT OFFICER FROM GS-13 TO GS-14. MR. HICKS HAS BEEN ASSIGNED TO THE INTELLIGENCE WATCH/FI STAFF SINCE JUNE 1907 AND SERVES ON A ROTATING SCHEDULE WITH SEVEN OTHER OFFICERS DOING IDENTICAL WORK, FOUR OF WHOM ARE CURRENTLY IN GRADE GS-14.
- 2. Mr. HICKS HAS BEEN IN THE INTELLIGENCE WATCH (IW) FOR ALMOST. FOUR YEARS AND HIS WORK, BOTH QUANTITATIVELY AND QUALITATIVELY, HAS BEEN CONSISTENTLY OF A VERY HIGH CALIBER.
- 3. His keenly developed sense of operational security resulting from his extensive paramilitary experience, coupled with his clear understanding of the relationship between operations and intelligence, has made him a very fine officer and a valuable asset to IW. He has been under my supervision for 10 months and I have had ample opportunity to observe his performance under conditions of stress. He very ably applies a multitude of detail and general reporting instructions to the different situations manifest in each incoming report and displays initiative in meeting unformation is the face that the Chandestine Service puts out to the Intelligence Community, the performance of Watch Officers is of great importance. This factor becomes apparent when it is noted that over 75 percent of all cabled intelligence reports are disseminated by IW.
- 4. Mr. Hicks has an extensive background in paramilitary operations both in the field and at headquarters. All of his fitness reports for the six years preceding his assignment to IW have borne the overall rating of "strong." He has been described as "highly motivated, sincere, and capable." Also, "he works well with others and his knowledge and ability are respected." Other supervisors during the years prior to this assignment have described him as "serious, hard-working and dependable." His performance in his present assignment has demonstrated these same qualities.
- 5. Mr. HICKS IS A DISTINCT ASSET TO IW AND I HIGHLY RECOMMEND HIS FOR PROMOTION TO GS-14.

USEPH A. PROCACCINO CHIEF, FI/INT/IW

SECRET

What approved MEMORANDUM FOR: Chairman, DDP QSI and Honor and Merit

Awards Panel

SUBJECT Request for Quality Step Increase Mr. Calvin W. HICKS, GS-13. (056361)

I recommend that a Quality Step Increase be awarded to Mr. Calvin W. Hicks.

- 2. Mr. Hicks is one of three officers in the Intelligence Watch, FI Staff, on whom identical recommendations are being submitted. These officers, all in grade GS-13, have for several years done responsible and demanding work, identical to that done in the same office by five other officers, GS-14 and 15, and all three have been rated "Strong."
- The Intelligence Watch is the primary intelligence dissemination office of the Clandestine Service. Its output of over 2,000 reports a month is the chief end-product of CS collection operations. Watch Officers serve on a rotating schedule. When an officer draws the night shift he serves alone. He must make quick, independent dissemination decisions. Mr. Hicks has done well at this work. He is alert and conscientious and has a sharp operational sense which is extremely useful in the handling of CS intelligence information. He has been recommended several times for promotion to GS-14.
- The high quality of Mr. Hicks's performance has continued for more than two years. There is no reason to expect any decline in it. His enthusiasm continues, and his tour has recently been extended for another two years.
- 5. Consideration has been given to recommending him for an Honor and Merit Award, but on balance I believe that a Quality Step Increase would be more appropriate.

Peer de Silva

Chief

Foreign Intelligence

SECRET

Exelpted treat thiomate Echterdiers!

SUBJECT: Request for Quality Step Increase Mr. Calvin W. HICKS, GS-13 (056361)

APPROVAL RECOMMENDED:

Chairman, CS QSI Panel Date

Director of Personnel Date

G RARCH 1969

MEMORANDUM FOR: Chief, FI Staff

SUBJECT

: Performance of the Intelligence Watch

1. Now that the President's trip to Europe has been concluded. I feel that a special commendation for the Intelligence Watch (IW) is in order.

- 2. The contribution that is being made by the officers in the Intelligence Watch is often taken for granted. Thus it was natural for us, when we formed our task force for the President's trip, to build our arrangements for positive intelligence disseminations around the tw's twenty-four-hour-a-day availability. We were not disappointed. The system worked smoothly and efficiently.
- 3. In addition to that, it became clear that the Intelligence Watch officers were willing and able to go beyond the simple call of duty. We came to admire their competence, courtesy, and cooperation, without which effective intelligence coverage would have been immeasurably more difficult. Since the IW's were working under an unusual strain, caused by the simultaneous outbreak of crises in different parts of the world, their performance is that much more to be commended.
- 4. Please convey our appreciation to all officers who had a part in this fine effort.

John L. Hart Chief, Luropean Division

CALVIN M. HICKS

SECRET



7 March 1969

MEMORANDUM FOR: Mr. Edward J. Carrolf

Chiel, Intelligence Watch

SUBJECT: Performance of the Intelligence Watch during President Nixon's

recent Visit to Europe

I. I wish to commend you and each member of your staff who participated in the support which the Agency was called on to render to the Presidential party during its recent travel abroad. From several quarters I have had verbal expressions of praise and commendation and to these I wish to add my own in writing. I am enclosing a copy of a memorandum from the Chief, European Division, which reflects both my thoughts and the reactions I have heard from others.

2. I hope you will take appropriate action so that the personnel files of each of your participating officers will reflect this appreciation. You may wish to make copies of my memorandum and Mr. Hart's memorandum to serve this purpose.

Peer de Silva

Chief Foreign Intelligence

Englosure

CALVIN M. HICKS

SECRET

Explication members of the second sec

Con Parel a Sheet

2:4 Jun 1963

9 April 1969

MEMORANDUM FOR: Secretary, CSPS/Section A

SUBJECT

Recommendation for the promotion of Calvin V. Hicks (056361) to GS-14

1. I recommend the promotion of subject officer from GS-13 to GS-14. Fr. Hicks has been assigned to the Intelligence Watch/FI Staff since June 1967, and serves on a rotating schedule with seven other officers doing identical work, five of whom are currently in Grade GS-14.

2. Mr. Hicks has been with TW for almost two years and his work, both quantitatively and qualitatively has been consistently of a very high coliber. Normally six months are required before an officer newly assigned to the Intelligence Watch is able to handle a shift by himself. At least a year is required refore a Watch Officer can perform at a high level of proficiency. However, in the case of this officer, in a little more than a year he had earned the rating of "Strong" and has maintained it ever since. Although most of his 'gency experience had been in paramilitary operations, he adapted quickly to the demands of his new assignment. His keenly developed sense of operational security, coupled with his clear understanding of the relationship between operations and intelligence, has made him a very fine officer and a valuable asset to IM. He has been under my supervision for 16 months and I have had ample opportunity to observe his performance under conditions of stress. He is even tempered and level headed. His mistakes are few and infrequent and these are usually of the clerical variety, not in matters of judgment. I continue to be impressed with his thoroughness in handling information; with the evidence of his coordination when the interests of more than one division are involved. Since operations have to be subnerged and the intelligence is the portion of the iceberg which shows to the intelligence community, the performance of the Watch Officers is of great importance. This factor becomes apparent when it is noted that about 80° of all cabled intelligence reports are disseminated by the Intelligence Natch. Recently the Vatch Officers were commended by the Chief, FI Staff and the Chief, Europe Division for their performance during the Fresident's trip to Vestern Furope. The simultaneous outbreak of crises in different parts of the world further added to the burdens of the Watch Office at that time. Mr. Hicks made a real contribution during that period and deserves the commendation personally in a high degree.

Segret

SEGRET

3. Prior to his assignment to the Intelligence Watch, Mr. Hicks served with WH Division and with the Cuban Operation. He has an extensive background in paremilitary operations both in the field and at headquarters. All of his Fitness Reports for the six years preceding his assignment to the Intelligence Watch have borne the overall rating of "strong." He has been described as "highly motivated" "sincere and capable." He has been further complimented as "working well with others and his knowledge and ability are respected." Other supervisors have described him as "serious, hard-working and dependable." His performance in his present assignment has demonstrated these same qualities. He has managed the transition from active operations to the life of a desk bound intelligence officer with ease. I recommend him with enthusiasm for promotion to GS-14.

Edward J. Carroll Chief, FI/INT/IW

CS Cheen Sourier

0 1358

24 OCTUBER 1968

MENORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT: RECOMMENDATION FOR THE PROMOTION OF CALVIN W. HICKS (056361) TO GS-14

- 1. I RECOMMEND THE PROMOTION OF SUBJECT OFFICER FROM GS-13 TO GS-14. Mr. Highs has been assigned to the Intelligence Watch/FI Staff since dune 1967, where he serves on a rotating schedule with seven other officers doing identical work; five of whom are currently in grade GS-14.
- 2. Mr. HICKS HAS BEEN WITH I'V FOR ABOUT 16 MONTHS AND HIS WORK, BOTH QUANTITAVELY AND QUALITATIVELY, HAS BEEN CONSISTENTLY OF VERY HIGH CALIBER. NORMALLY SIX MONTHS ARE REQUIRED BEFORE AN OFFICER NEWLY ASSIGNED TO THE INTELLIGENCE WATCH IS ABLE TO HANDLE A SHIFT BY HIMSELF. AT LEAST A YEAR IS USUALLY REQUIRED BEFORE A MAN CAN ADVANCE FROM "ADEQUATE" TO "PROFICIENT." AT PRESENT, MR. HICKS HAS ALREADY PROGRESSED TO THE RATING OF "STRONG." HE IS ALERT AND CONSCIENTIOUS AND HAS AN OPERATIONAL SENSE WHICH IS IN-VALUABLE IN THE HANDLING OF INTELLIGENCE. WITH HIS EXTENSIVE OPERATIONAL AND PARAMILITARY BACKGROUND, MR. HICKS HAS A FINE SENSE FOR THE RELATIONSHIP BETWEEN OPERATIONS AND ITS PRIMARY PRODUCT, THE CLANDESTINE SERVICES INTELLIGENCE REPORT. THIS OF-FIGER HAS BEEN UNDER MY SUPERVISION FOR 11 MONTHS AND DURING THAT PERIOD I HAVE HAD AMPLE OPPORTUNITY TO OBSERVE HIS CONDUCT UNDER CONDITIONS OF STRESS. He is even tempered and level headed. His MISTAKES ARE FEW AND INFREQUENT. I AM PARTICULARLY IMPRESSED WITH HIS THOROUGHNESS IN HANDLING INFORMATION; WITH THE EVIDENCE OF THE COORDINATION WHICH HE SO OFTEN ATTEMPTS WITH SEVERAL AREA Divisions when necessary before disceminating a Report to the intelligence community. Since the Intelligence information Re-PORT IS THE FACE THAT THE CLANDESTINE SERVICES SHOWS TO THE IN-TELLIGENCE ANALYST AND THE POLICY OFFICERS OF THE GOVERNMENT, THE PERFORMANCE OF THE WATCH OFFICERS IS OF GREAT IMPORTANCE. THIS FACTOR BECOMES APPARENT WHEN ONE NOTES THAT ASOUT 50 PERCENT OF ALL CABLED INTELLIGENCE REPORTS ARE DISSEMINATED BY THE INTELLI-GENCE WATCH.
- 3. PRIOR TO HIS ASSIGNMENT TO THE INTELLIGENCE WATCH, MR. HICKS SERVED WITH WH DIVISION AND WITH THE CUBAN OPERATION. HE HAS AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS BOTH IN

230057

\$³4.

.- 1-1

PRONOTION RECOMMENDATION - CALVIN W. HICKS (CONTINUED) PAGE 2

THE FIELD AND AT HEADQUARTERS. ALL OF HIS FITNESS REPORTS FOR THE SIX YEARS PRECEDING HIS ASSIGNMENT TO THE INTELLIGENCE WATCH HAVE BORNE THE OVERALL RATING OF "STRONG." HE HAS BEEN DESCRISED AS "HIGHLY NOTIVATED, SINCERE AND CAPAGEE." ALSO, "HE WORKS WELL WITH OTHERS AND HIS HADWLEDGE AND ASLLITY ARE RESPECTED." OTHER SUPERVISORS DURING THE YEARS HAMEDIATELY PRIOR TO THIS ASSIGNMENT HAVE DESCRIBED HIM AS "SERIOUS, HARD-WORKING AND DEPENDABLE." HIS PERFORMANCE IN HIS PRESENT ASSIGNMENT HAS DEMONSTRATED THESE SAME QUALITIES. ALTHOUGH UT NIGHT SEEM SURFIRSING THAT A MAN OF HIS OUT-GOING PERSONALITY WITH AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS COULD ADJUST TO THE LIFE OF A DESK-BOUND PRODUCER OF INTELLIGENCE REPORTS, MR. HICKS HAS MAN AGED THIS TRANSITION WITH THE GREATEST OF EASE. HE IS A DISTINCT ASSET TO THIS OFFICE AND THE UNDERSIGNED WILL FEEL GRATEFUL IF HE SHOULD DECIDE TO "EXTEND" HIS TOUR IN THE INTELLIGENCE WATCH BEYOND THE NORMAL TWO YEARS. I RECOMMEND HIM WITH ENTHUSIASH FOR PRONOTION TO GS-14.

Edward J. Carroll Chief, FI/INT/IW

ATTACHMENT

5 APRIL 1968

MEMORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT:

RECOMMENDATION FOR THE PROMOTION OF CALVIN W. HICKS (056361) TO GS-14

1. I RECOMMEND THE PROMOTION OF SUBJECT OFFICEPFROM GS-13 TO GS-14. Mr. Hicks has been assigned to the Intelligence Watch, FI Staff since June 1967 where he serves on a rotating Schedule with seven other officers doing identical work, five of whom are currently in grade GS-14.

- 2. ALTHOUGH MR. HICKS HAS BEEN WITH IW LESS THAN A YEAR, HIS WORK BOTH QUANTITATIVELY AND QUALITATIVELY IS OF VERY HIGH CALIBER. HE IS ALERT AND CONSCIENTIOUS AND NEVER TAKES THE EASY WAY OUT IN HANDLING CABLED FIELD INTELLIGENCE REPORTS. LOG CARDS WHICH RECORD THE ACTION TAKEN ON EACH REPORT INDICATE THE SERIOUS. NESS WITH WHICH HE APPROACHES HIS DAILY TASKS. THESE CARDS FREQUENTLY INDICATE TIME SPENT BY HIM IN CONSULTATION WITH AS MANY AS THREE AREA DIVISIONS ON OCCASION BEFORE ISSUING A REPORT WHICH WILL BE DISSEMINATED TO THE INTELLIGENCE COMMUNITY. THE EXERCISE OF GOOD JUDGMENT IS AN ESSENTIAL ELEMENT IN THE PROPER FUNCTION-ING OF THIS OFFICE, UPON WHICH THE AGENCY'S REPUTATION TO A CERTAIN EXTENT DEPENDS. SINCE THE FINISHED INTELLIGENCE INFORMA-TION REPORT IS THE FACE THAT THE CLANDESTINE SERVICES SHOWS TO THE INTELLIGENCE ANALYSTS AND THE POLICY OFFICERS OF THIS GOVERN-MENT, THE PERFORMANCE OF THE WATCH OFFICERS IS OF PARAMOUNT IMPORTANCE. THIS FACTOR BECOMES EXTREMELY OBVIOUS WHEN ONE NOTES THAT MORE THAN 80% OF ALL CABLED INTELLIGENCE REPORTS ARE DISSEM-INATED BY THE INTELLIGENCE WATCH.
- 3. PRIOR TO HIS ASSIGNMENT TO THE INTELLIGENCE WATCH, MR. HICKS SERVED WITH THE WH DIVISION AND WITH THE CUBAN OPERATION. HE HAS AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS BOTH IN THE FIELD AND AT HEADQUARTERS. ALL OF HIS FITNESS REPORTS FOR THE SIX YEARS PRECEDING HIS ASSIGNMENT TO THE INTELLIGENCE WATCH HAVE BORNE THE OVERALL RATING OF "STRONG." HE HAS BEEN DESCRIBED AS "HIGHLY MOTIVATED, SINCERE AND CAPABLE." ALSO, "HI WORKS WELL WITH OTHERS AND HIS KNOWLEDGE AND ABILITY ARE RESPECTED." OTHER SUPERVISORS DURING THE YEARS IMMEDIATELY PRIOR TO THIS ASSIGNMENT HAVE DESCRIBED HIM AS "SERIOUS, HARD-WORKING AND DEPENDABLE." HIS PERFORMANCE IN HIS PRESENT ASSIGNMENT HAS

SECRET

file i describenta filescopies de concentration concentration

PROMOTION RECOMMENDATION - CARVIN W. HICRS (CONTINUED) PAGE 2

DEMONSTRATED THE SAME GUALITIES HERE. HE HAS VOLUNTARILY CONTRIBUTED EXTRA TIME DURING CRISIS SITUATIONS, NOTABLY DURING THE
RECENT TET OFFENSIVE IN VIETNAM WHEN HE CAME IN ON SEVERAL OCCASIONS TWO HOURS BEFORE HIS SHIFT WAS DUE TO START AND REMAINED
AFTER ITS APPOINTED TERMINATION. ALTHOUGH IT MIGHT SEEM SURPRISAING THAT A MAN OF HIS OUT-GOING PERSONALITY WITH AN EXTENSIVE
BACKGROUND IN PARAMILITARY OPERATIONS COULD ADJUST TO THE LIFE OF
A DESK-BOUND PRODUCER OF INTELLIGENCE REPORTS, MR. HICKS HAS MANAGED THE ADJUSTMENT WITH THE GREATEST OF EASE. HE IS A DISTINCT
ASSET TO THIS OFFICE AND THE UNDERSIGNED WILL FEEL GRATEFUL IF
HE SHOULD DECIDE TO EXTEND HIS TOUR IN THE INTELLIGENCE WATCH
BEYOND THE NORMAL TWO YEARS. I RECOMMEND HIM WITH ENTHUSIASM
FOR PROMOTION TO GS-14.

EDWARD J: CARROLL CHIEF, FI/INT/IW

ATTACHMENT

I heartily endorse this recommendation that Mr. Hicks be promoted to GS-14. As his supervisor points out, Mr. Hicks, when he came to the Intelligence Watch, was essentially a querrilla warfare field operational officer. Positive intelligence information reporting and the handling of reports were new to him, and called for professional skills and other qualities radically different from those which most of his previous experience had brought into play. Yet in a relatively short time, Mr. Hicks has developed the skills required of a Watch Officer, and thanks to this and to other strengths has become one of the most valuable officers in the unit.

Wallace R. Deuel Chief FI/INT

What opposed

24 Остовен 1968

MIMORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT:

RECOMMENDATION FOR THE PROMOTION OF CALVIN W. HICKS (056361) to CS-14

1. I RECOMMEND THE PROMOTION OF SUBJECT OFFICER FROM GS-13 TO GS-14. MR. HICKS HAS BEEN ASSIGNED TO THE INTELLIGENCE WATCH/FI STAFF SINCE JUNE 1967; WHERE HE SERVES ON A ROTATING SCHEDULE WITH SEVEN OTHER OFFICERS DOING IDENTICAL WORK; FIVE OF WHOM ARE CURRENTLY IN GRADE GS-14.

- 2. Mr. HICK'S HAS BEEN WITH IW FOR ABOUT 16 MONTHS AND HIS. WORK, BOTH QUANTITAVELY AND QUALITATIVELY, HAS BEEN CONSISTENTLY OF VERY HIGH CALIBER. NORMALLY SIX FORTHS ARE REQUIRED BEFORE AN OFFICER NEWLY ASSIGNED TO THE INTELLIGENCE WATCH IS ABLE TO HANDLE 'A SHIFT BY HIMSELF. AT LEAST A YEAR IS USUALLY REQUIRED BEFORE A MAN CAN ADVANCE FROM "ADEQUATE" TO "PROFICIENT." AT PRESENT, MR. HICKS HAS ALREADY PROGRESSED TO THE RATING OF "STRONG." HE IS ALERT AND CONSCIENTIOUS AND HAS AN OPERATIONAL SENSE WHICH IS IN-VALUABLE IN THE HANDLING OF INTELLIGENCE. WITH HIS EXTENSIVE OPERATIONAL AND PARAMILITARY BACKGROUND, MR. HICKS HAS A FINE SENSE FOR THE RELATIONSHIP BETWEEN OPERATIONS AND ITS PRIMARY PRODUCT, THE CLANDESTINE SERVICES INTELLIGENCE REPORT. THIS OF-FICER HAS BEEN UNDER MY SUPERVISION FOR 11 MONTHS AND DURING THAT PERIOD I HAVE HAD AMPLE OPPORTUNITY TO OBSERVE HIS CONDUCT UNDER CONDITIONS OF STRESS. HE IS EVEN TEMPERED AND LEVEL HEADED. HIS MISTAKES ARE FEW AND INFREQUENT. I AM PARTICULARLY IMPRESSED WITH HIS THOROUGHNESS IN HANDLING INFORMATION; WITH THE EVIDENCE OF THE COORDINATION WHICH HE SO OFTEN ATTEMPTS WITH SEVERAL AREA DIVISIONS WHEN NECESSARY BEFORE DISSEMINATING A REPORT TO THE INTELLIGENCE COMMUNITY. SINCE THE INTELLIGENCE INFORMATION RE-PORT IS, THE FACE THAT THE CLANDESTINE SERVICES SHOWS TO THE IN-TELLIGENCE ANALYST AND THE POLICY OFFICERS OF THE COVERNMENT, THE HERFORMANCE OF THE WATCH OFFICERS IS OF GREAT IMPORTANCE. THIS FACTOR BECOMES APPARENT WHEN ONE NOTES THAT ABOUT SO PERCENT OF ALL CABLED INTELLIGENCE REPORTS ARE DISSEMINATED BY THE INTELLI-GENCE WATCH.
- 3. Prior to his assignment to the intelligence Watch, Mr. Hicks served with WH Division and with the Cuban Operation. He has an extensive background in paramilitary operations both in

المحمد والمحادث المحادث

PROMOTION RECOMMENDATION - CALVEN W. HICKS (CONTINUED) PAGE 2

THE FIELD AND AT HEADQUARTERS. ALL OF HIS FITNESS REPORTS FOR THE SIX YEARS PRECEDING HIS ASSIGNMENT TO THE ANTELLIGENCE WATCH HAVE BORNE THE OVERALL HATING OF "STRONG." HE HAS BEEN DESCRIBED AS "HIGHLY MOTIVATED, SINCERE AND CAPABLE." ALSO, "HE WORKS WELL WITH OTHERS AND HIS KNOWLEDGE AND ABILITY ARE RE-SPECTED." OTHER SUPERVISORS DURING THE YEARS IMMEDIATELY PRIOR TO THIS ASSIGNMENT HAVE DESCRIBED HIM AS "SERIOUS, HARD-WORKING AND DEPENDABLE." HIS PERFORMANCE IN HIS PRESENT ASSIGNMENT HAS DEMONSTRATED THESE SAME QUALITIES. ALTHOUGH IT MIGHT SEEM SUR-PRISING THAT A MAN OF HIS OUT-GOING PERSONALITY WITH AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS COULD ADJUST TO THE LIFE OF A DESK-BOUND PRODUCER OF INTELLIGENCE REPORTS; MR. HICKS HAS MAN-AGED THIS TRANSITION WITH THE GREATEST OF EASE. HE IS A DISTINCT ASSET TO THIS OFFICE AND THE UNDERSIGNED WILL FEEL GRATEFUL IF HE SHOULD DECIDE TO EXTEND HIS TOUR IN THE INTELLIGENCE WATCH. BE-YOND THE NORMAL TWO YEARS. I RECOMMEND HIM WITH ENTHUSIASM FOR PROMOTION TO GS-14.

> Edward J. CARPOLL CHIEF, FI/INT/IW

ATTACHMENT

SECRE.

5 APRIL 1968

MEMORANDUM FOR: SECRETARY, CSPS/SECTION A

SUBJECT:

RECOMMENDATION FOR THE PRONOTION OF CALVIN W. HICKS (056361) TO GS-14

1. I RECOMMEND THE PROMOTION OF SUBJECT OFFICENCE OF GS-13 TO GS-14. Mr. HICKS HAS BEEN ASSIGNED TO THE INTELLIGENCE WATCH, FI STAFF SINCE JUNE 1967 WHERE HE SERVES ON A ROTATING SCHEDULE WITH SEVEN OTHER OFFICERS DOING IDENTICAL WORK, FIVE OF WHOM ARE CURRENTLY IN GRADE GS-14.

- 2. ALTHOUGH MR. HICKS HAS BEEN WITH IW LESS THAN A YEAR. HIS WORK BOTH QUANTITATIVELY AND QUALITATIVELY IS OF VERY HIGH CALIBER. HE IS ALERT AND CONSCIENTIOUS AND NEVER TAKES THE EASY WAY OUT IN HANDLING CABLED FIELD INTELLIGENCE REPORTS. LOG CARDS WHICH RECORD THE ACTION TAKEN ON EACH REPORT INDICATE THE SERIOUS-HESS WITH WHICH HE APPROACHES HIS DAILY TASKS. THESE CARDS FREQUENTLY INDICATE TIME SPENT BY HIM IN CONSULTATION WITH AS MANY AS THREE AREA DIVISIONS ON OCCASION BEFORE ISSUING A REPORT WHICH WILL BE DISSEMINATED TO THE INTELLIGENCE COMMUNITY. THE EXERCISE OF GOOD JUDGMENT IS AN ESSENTIAL ELEMENT IN THE PROPER FUNCTION-ING OF THIS OFFICE, UPON WHICH THE AGENCY'S REPUTATION TO A CERTAIN EXTENT DEPENDS. SINCE THE FINISHED INTELLIGENCE INFORMA-TION REPORT IS THE FACE THAT THE CLANDESTINE SERVICES SHOWS TO THE INTELLIGENCE ANALYSTS AND THE POLICY OFFICERS OF THIS GOVERN-MENT, THE PERFORMANCE OF THE WATCH OFFICERS IS OF PARAMOUNT IMPORTANCE. THIS FACTOR BECOMES EXTREMELY OBVIOUS WHEN ONE NOTES THAT MORE THAN 80% OF ALE CABLED INTELLIGENCE REPORTS ARE DISSEN-INATED BY THE INTELLIGENCE WATCH?
- 3. PRIOR TO HIS ASSIGNMENT TO THE INTELLIGENCE WATCH, MR. HICKS SERVED WITH THE WH DIVISION AND WITH THE CUBAN OPERATION. HE HAS AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS BOTH IN THE FIELD AND AT HEADQUARTERS. ALL OF HIS FITNESS REPORTS FOR THE SIX YEARS PRECEDING HIS ASSIGNMENT TO THE INTELLIGENCE WATCH HAVE BORNE THE OVERALL RATING OF "STRONG." HE HAS BEEN DESCRIBED AS "HIGHLY MOTIVATED, SINCERE AND CAPABLE." ALSO, "HE WORKS WELL WITH OTHERS AND HIS KNOWLEDGE AND ABILITY ARE RESPECTED." OTHER SUPERVISORS DURING THE YEARS IMMEDIATELY PRIOR TO THIS ASSIGNMENT HAVE DESCRIBED HIM AS "SERIOUS, HARD-WORKING AND DEPENDABLE." HIS PERFORMANCE IN HIS PRESENT ASSIGNMENT HAS

SECRET

Expired the families Collection and Collection

PROMOTION RECOMMENDATION - CALVIN W. HICKS (CONTINUED) PAGE 2

DEMONSTRATED THE SAME QUALITIES HERE. HE HAS VOLUNTARILY CONTRIBUTED EXTRA TIME DURING CRISIS SITUATIONS, NOTABLY DURING THE RECENT TET OFFENSIVE IN VIETNAM WHEN HE CAME IN ON SEVERAL OCCASIONS TWO HOURS BEFORE HIS SHIFT WAS DUE TO START AND REMAINED AFTER ITS APPOINTED TERMINATION. AUTHOUGH IT HIGHT SEEM SURPRISEING THAT A MAN OF HIS OUT-GOING PERSONALITY WITH AN EXTENSIVE BACKGROUND IN PARAMILITARY OPERATIONS COULD ADJUST TO THE LIFE OF A DESK-BOUND PRODUCER OF INTELLIGENCE REPORTS, MR. HICKS HAS MANAGED THE ADJUSTMENT WITH THE GREATEST OF EASE. HE IS A DISTINCT ASSET TO THIS OFFICE AND THE UNDERSIGNED WILL FEEL GRATEFUL IF HE SHOULD DECIDE TO EXTEND HIS TOUR IN THE INTELLIGENCE WATCHBEYOND THE NORMAL TWO YEARS. I RECOMMEND HIM WITH ENTHUSIASM FOR PROMOTION TO GS-14.

EDWARD J. CARROLL CHIEF, FI/INT/IW

ATTACHMENT

I heartily endorse this recommendation that Mr. Hicks be promoted to GS-14. As his supervisor points out, Mr. Hicks, when he came to the intelligence Watch, was essentially a guerrilla warfare field operational officer. Positive intelligence information reporting and the handling of reports were new to him, and called for professional skills and other qualities radically different from those which most of his previous experience had brought into play. Yet in a relatively short time, Mr. Hicks has developed the skills required of a Watch Officer, and thanks to this and to other strengths has become one of the most valuable officers in the unit.

Wallace R. Deuel Chief FI/INT

SECRET

ىنىلىيتى م			<u> </u>	45,12,4	AT HEIN TO			ia da anima		
	ŘEQU	EST FOR	PERSC	NNEL A	CTIO	Ň		29 May	1967	
1 SERIAL NUMBER V 056361		s, calvii	Y		• : ,		:.			
	OHNIL ACTION ATTION A TREMENT	S A PAR			MONT		YEAR	S CATEGORY OF E	UPLOYMENT	
	XVN			60		6. O4 T CENTER NO CH	67	8 LEGAL AUTHOR		As Other a
& PUNDS		<u> </u>		10 a		235-0 620	•	PL 88-64	3 Sect. 2	03
9 ORGANIZATIONA	L DESIGNATIONS			4 4 5		ATION OF OFFICIA	LSTATION			1
1991							• •			
DDP/Wii	•					ASHINGTON	, D.C	•		
I POSITION TITLE					12 POS	TION NUMBER	·	13 CAREER SERVICE	DESIGNATION	
			Train and		1			<u> D</u>		
4 CLASSIFICATION	SCHEDULE /GS.	(8, m.)	15 OCCUPAT	TIONAL SERIES'		DE AND STEP	-	17 SALARY OR RATE		
· · · · · · · · · · · · · · · · · · ·			1		13		L	<u> </u>		
B 'REMARKS	٠,						•			•
. ,			,				,		٠	
					•	•			,	•
•					:			,		
				•	•					
	•		_			•			•	
,	•						•	-	•	
A SIGNATURE OF	EQUESTING OFFI	CIAL .	DATE	SIGNED	188 SIGN	LATURE OF CAREER	SERVICE	APPROVING OFFICER	DATE SIGI	40
		,								
	1				-	E OFFICE OF				
CODE CODE	HUMERIC.	ALPHABETIC	22 STATION CODE	73 INTEGREE CODE .	24. HDQ185 CODE	MO. DA.		BATE OF GRADE	MO. DA.	if LEI YR.
NIE EXPRES	29 SPECIAL	3G RETIREME	ht falls	31 SEPARATION	10 (422)	ION CANCELLATION D	-		33. SECURITY	34 SEX
O. DA. VE.	REFERENCE	1-(5(3-H(A	COOR	DATA CODE	TYPE	MO. DA.	—— · [EOD DATA	REQ NO.	, RA
VET. PREFERENCE	34 SERV COMP.	S-noist	COMP DATE	38 CAREER CAT	16089	39 FEGL	I - HEALTH I	WSURANCS	40 SOCIAL SECU	PITY NO
0-808 1-1 (1	MO DA.	VR, MQ	DA. YR.	CAR - RESY PROV. TEMP	COOS	CODE 0-MAINER		IALTH INS COOR	An antiac atto	
2-10 PT	AEBAMENA SEBATCE I	MIA	47 LEAVE CAT	42	FEDERAL TA	I DATA	44	STATI	TAX DATA	
O-NO PREVIO 1-NO BREAK 2-BREAK IN	US SERVICE	TEARS)	(00€	PORM EXECUTED 1—185 2—10	COOL	NO. TAK EXEMPTIO		5-10 1-151		STATE CODE
POSITION CONTR		1	·		46 OP /	PPROVAL			DATE APPR	NA10
		•				mo signed	Ьу	•		,
06-0	7-67	i. A			D/Pers	dated 11	U N 8 6 7	5 , •		
1152	7	<u> </u>								14.

OP-1 1-65

	NH-N/4	I died (a)	**************************************
REQUEST FOR	PERSONNEL A	CTION	DAIL PHEARED
and the second	<u> </u>	The state of the s	E 123 1301
1. SERIAL NUMBER . 2 DIEME (8-010- Forte - Madde			
056361 WICKS, Colvin	W. V	A Train a la comme	
3 NATURE OF PERSONNEL ACTION	1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	A TEMPETIVE DATE RECUESTED.	5 CATEGORY OF EMPLOTMENT
		JAPAN LICENT SELATION	
Reassignment		14106 (10 Q to 67	Regular
• FUNDS V 10 V	V 10 CF	P. PHIANCIAL ANALYSIS	8 EFCAL AUTHORITY (Completed by Uffice Periodical)
C+ 10 V	C/ 10 C/	7223-0007	
9 ORGANIZATIONAL DESIGNATIONS	37.	10 LOCATION OF CHEICIAL STATIC	***
		Comment of the	2.
DDP/FI STAFF			
Intelligence Group		Wash B.C.	
Intelligence Watch	14 1	Wesh., D.C.	in the
11 POSITION TITLE		12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
Watch Officer	13).	1032	D.
	. 1/ //	I GRADE AND STEP	17, SALABY OR RATE
14 CLASSIFICATION SCHEDULE (GS. 1B, en.)	13. OCCUPATIONAL SERIES	I.	TACAPT OR KATE
GS .	0132.07	13 1 5	34,217 14665
8 REMARKS	<u> </u>	L	78.07
Robert Cochmon (by phone) WH/Pers Distribution:			50/195 5/4/6) QC 5/23/67
Orig CSPS/B 1 - FI/	Pers 1 - Secur	ity 1 - Payroll	•
BA SIGNATURE OF REQUESTING OFFICIAL	DATE SIGNED	188 SIGNATURE OF CAREER SERVIC	E APPROVING OFFICER DATE SIGNED
	5/2-1		
1. M. We-	/42/67	1. Cillant	the saw in near
and the second s	LOW FOR EXCLUSIVE US		
101	22 STATION 23 INTEGREE CODE	(00)	26 DATE OF GRADE 27 DATE OF LET
MUMETIC ASPRABETIC	7570,3	1 11 10 124	MO. DA YE. MO DA. YE
3) 10 32500 FZ		32 CORRECTION, CANCELLATION DATA	A 33 SECURITY 34 SE
ALLEGA C	8414 5005	TYPE MO DA, VE	EOD DATA
3-FICh 5-HOMB			LOO DAIN
	COMP DATE 38, CARSES CATE	GORY 39 PEGLE, MEALTH	MISURANCE 40 SOCIAL SECURITY NO
DE, B-MOHE MO DA YR. MO.	DA. YR CAR RESE	CODE CODE 0- 9419ER	HEALTH INS. COSE
2-10 PT.	PROV; 18MP	1-715	
	42 LEAVE CAT 43	FEDERAL TAX DATA	44 STATE TAX DATA
OPE 6 - NO PREVIOUS SERVICE 1 - NO BYPER IN SERVICE 2 - BETAN IN SERVICE (LESS THAN 3 VERBS) 3 - BETAN IN SERVICE (ANDE THAN 3 VERBS)	1-15 2-80	CODE NO. TAX EXEMPTIONS	PORM EXECUTED CODE NO TAIL STATE (
POSITION CONTROL CERTIFICATION		16 O P APPROVAL	DATE APPROVED
. 6	Rom .	• • • • • • • • • • • • • • • • • • • •	2h.
5-23-67 wh	Rom wH	E. I	Mayo 5/21/6.
1152 USE PREVIOUS EDITION	SECR		GROUP 1

		GATE PREPARED
REQUEST FOR	PERSONNEL A	
A SERVAL NUMBER - 12 . MANE : 2 and 1 and 14 and 14 and 16		
056361 W. HICKS, CALV	IN W.	
3 WALTER DAYCESS TO SENTEN E		# EFFECTIVE DATE REQUESTED & CATEGORY OF EMPLOYMENT
		04 23 67 REGULAR
REASSIGNMENT		
NICS XX NOV	Y NO. OF	2 FINANCIAL ANALYSIS S. LEGAL AUTHORITY (Completed by Office of NO CHARGEABLE.
O TOV	0103	7235-0620
DDP/WH BRANCH 3 COLOMBIA SECTION		WASHINGTON, D.C.
11. POSITION TITLE		12" POSITION NUMBER SHIP CAREER SERVICE DESIGNATION
OPS OFFICER		1358 / D
14. CLASSIPICATION SCHEDULE (CC. LR. eq.)	IS OCCUPATIONAL SERIES	16 GRADE AND STEP RTF SALARY OR RATE
GS	0186.01	13 4 514217
TE REMARKS	. · J ()	
*	4.5%	
FROM: 1359		
• • • • •		
	•	
O	and the second	. 6
1 Finance	· · · · · · · · · · · · · · · · · · ·	
in signines or expession amount	DATE STAD	188 SIGNATURE OF CAREER SERVICE APPROVING OFFICER DATE SIGNED
Robert D. Cashman C/WF	Pers	I allest from a marile ?
		E OF THE OFFICE OF PERSONNEL
19 ACTION 20 EMPLOY 21 - COUNCE CODING 2	2 STATION I WISSEE	24. HOGINS 25. DATE OF BIRTH 26. DATE OF SMIDE 27. DATE OF LEI
CODE CODE TOMESTIC A.PHABETIC	COOK (70%	MO, DA, YR MO DA, YR, MO DA, YR,
31 14 3140 104	1500	1110824
28 MTE EXPERES 128 CONTACT 329 RETIREMENT		32 CORRECTION CANCELLATION DATE :
4 × × × × × × × × × × × × × × × × × × ×	DDE , SOOE	MO DA TO BOD DATA
25 VET PREFERENCE 135 SPRI COMP BATE 37 LONG	TAREER CATE STAR (MOD)	GORY 39 FEGLI WENLTH INSURANCE 40 SOCIAL SECURITY NO
COCE 0-100E =0 34 16 MO 1-5 P7 2-18 P7	Do. Vit. Ad to d	CODE CODE 6- EAITE HEALTH INS. CODE
	7 (EVE CAS .€	FFDERAL TAR DATA STATE FAR DATA
COCH B- NO PREVIOUS SERVICE	COSE I-CLOW ENECNIED	CODE NO. TAK EXEMPTIONS FORM EXECUTED CODE NO TAK STATE CODE
1—80 BREAR IN SERVICE 2—BREAR IN SERVICE (FESS TWAN 3 FEARS) 3—BREAR IN SERVICE (MENE THAN 3 FEARS)	2-46 2-40	1-755 2-80
AS POSITION CONTROL CERTIFICATION		46 OP APPROVAL DATE APPROVED
04-27-671	1	-AMacta cymon

NOW 1152 USE MENCUS EDITION

GROUP 1

(4

7 April 1967

MEMORANDUM FOR: Calvin W. Hicks

VIA

WH/RMO

SUBJECT

: Records Officer Appointment

- 1. In accordance with a request received from your component, you are hereby appointed a Records Officer in the Clandestine Services. Your functions are described, in summary, in CSI 43-1, Para. 4.b.(3). You have also participated in a training course in which these functions were reviewed in some detail.
- 2. The essence of your appointment is that you now occupy a position of trust in which you are expected to draw on your knowledge and experience to exercise responsible and sound judgment in building and maintaining a professionally useful records system in the Clandestine Services. You are, at the same time, expected to train and guide others within your component in these respects.
- 3. A copy of this memorandum will be placed in your official personnel folder.

PETER D. DYKE

DDP Records Management Cricer

cc: Personnel File of Addressee

GROUP I Excluded from automatic downgraing and declassification

SECRET

割

.

á

REQUEST FOR	PERSONNEL A	CTION	15 SEPT 1966
1 SERVAL PRIMER 2 NAME (Last-Fire - Midde	10		1.00 DEFT 1500
056361 HICKS, CALV	IN W.	A The State of the	<u> </u>
3 NATURE OF PERSONNEL ACTION	* 1	# EFFECTIVE DATE REQUESTED	S CATEGORY OF EMPLOYMENT
REASSIGNMENT		9 15 66	REGULAR
	V100	FINANCIAL ANALYSIS	8 LEGAL AUTHORITY (Completed by Office of
4 PUNDS XX V 10 V		NO CHANGEARLE	Périohad)
ci to v	0100	7235 0620	I the state of the
o organizational designations DDP/WH BRANCH 3 COLOMBIA SECTION		WASHINGTON, D	
11 POSITION TITLE	7 1 1	12 POSITION NUMBER	13 CAMEEN SERVICE DESIGNATION
OPS OFFICER	9 (12)	1359	D
14 CLASSPICATION SCHEDULE (GS. L.B., étc.)	15 OCCUPATIONAL SERIES	TO GRADE AND STEP	17 SALARY OR EATE
GS	0136.01	13 4	\$ 14,217
FROM: DDP/WH/BRANCH 3	/I THA SECTION	/1202	
FROM: DDP/ win/BRANCH 3	LIMA SECTION	/1392	· ·
PRA IN ACCORDANCE WITH	HR 20-17 c (d)	
		•	
		, ,	
			4 4
	11.		
1 Orinana			
1 / Finance	DATE SIGNED	188 SIGNATURE OF CAREER SERVICE	APPROVING OFFICER DATE SIGNED
Leward K Duraile	165 11.	- Jach	
	Pers of ble		Ca -agole 6
	rom tok exclusive na		
1006 1008	22 STATION 23 INTEGREE CODE	(004	26 DATE OF GRADE 27 DATE OF LEI
37 16 5 1400h	750/3	1 11 108 124	MO. DA. 18 MO. DA. 19.
28 N°E EXPIRES 29 SPECIAL 30 RETIREMEN		12 COMMECTION/CANCELLATION SATA	33 SECURITY 34 SEX
	COOR DATA COOF	7/96 MQ. DA. YE.	EOD DATA
091468 ,84 3-11CA 5-10GA		·	/
	COMP GATE 38 CAREER CATE		· · · · · · · · · · · · · · · · · · ·
CCOM 8-8085 M2 DA. VR MO. 1-5 77 2-10 PT	DA YR CAR RESE . PROPERTIES	COOR COOR 9-WANTE 1-1ES	HEALTH INS. CODE
	12 LEAVE CAT 43	PEDERAL FAR DATA	ATAC SAT BATA
COOR 6-NO PREVIOUS SERVICE	COOL HOM EXECUTED		GEM EXECUTED CODE NO. TAX STATE CODE
F-NO BECAL IN SERVICE 2-MARS IN PERVICE (TERE 3 AEMRS)	!-165 }-40		-Pacty DD
1-BREAR IN SERVICE (MORE FRAN 3 YEARS)		5:6 }	7.1
45 POSITION CONTROL CERTIFICATION	: '	49 OF APPROVAL	DATE APPROVED
09-22-66N		What Sax	HIN ola
PORM 1152 USE PREVIOUS EDITION	· . SECR	हा ्र	EXECUTED 4EEE BATTORN (44)

3

the state of the s		
REQUEST FOR PERSONNEL A	CTION	DATE FREFARED
	- A	<u> </u>
1' SERIAL MUMBER 12 MANE I Last = 1 pre = Moddle)		•
056361 HICKS, CALVIN W.	Tarakana kaharanan	S CATEGORY OF EMPLOYMENT
3 NATURE OF PERSONNEL ACTION	4 THECTIVE DATE RESTER	2 CARGOUT OF EMPLOYMENT
	MONTH DAY YEAR	
REASSIGNNENT	L7 131 60	REGULAR
V VIOV: VIOO	FINANCIAL ANALYSIS	0 LEGAL AUTHORITY (Completed by) (1 the of
CO TO V		
ORGANIZATIONAL DESIGNATIONS	7235 0620	
DDP/WH	- Land 19 19 19 19 19 19 19 19 19 19 19 19 19	
BRANCH 3		the company of the
LINA SECTION	WASHINGTON.	D.C.
A. BANDON BODE	12 postdou serior	1
I POSITION TITLE	13 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
	1	1:
OPS OFFICER (13)	1392	<u> D </u>
CLASSIFICATION SCHEDULE (G1, I.B. en.) 13 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
GS 0136.01	13.4	\$ 14,217
REMARKS		· • -
FROM: DDP/WII/CS & DEV COMP/9997		
MR. HICKS IS REPLACING MR. POSNER	WHO IS BEING RE	ASSIGNED
The first to the first to the first to be the	, , , , , , , , , , , , , , , , , , ,	
1 - FINANCE	•	lostido
1 - SECURITY	-21	27/2/11/20
	Something bur Both 2013	10/16
Security lies?	mandet to the same of the same	// / 8/8!
2870114	•	The "
		057/27/66 [Le 8/8/66
	,	
A SECULTURE OF REQUESTING OFFICIALS DATE SIGNED	IBB SIGNATURE OF CAREER SERVICE	E APPROVING OFFICER DATE SIGNED
Zaward & Obraller 120 10	19	lelle on 11
ROBERT D. CASHMAN C/WH/PERS		alle Auglele
SPACE BELOW FOR EXCLUSIVE US	E OF THE OFFICE OF PERSO	DANIE
ACTION 20 EMPLOY 21 OFFICE CODING 22 STATION 23 INTEGREE	24 HDQ125 25 DATE OF BERTIN	26, DATE OF GRADE 27. DATE OF LET
CODE CODE, NUMERIC ALPHARETIC CODE CODE	1003 MO. DA YR	MO DA VE. MO DA, VE.
10 11 10 10 10 10 10 10 10 10 10 10 10 1	1 11 108124	
The first of the second		33 SECURITY 34 SEV
ALLEY AND THE PARTY OF THE PART	12 (ORESCION CAMELATION DATA TYPE MO DA YE	350 HO
1-0x 1-0x	~ 04 11	EOD DATA
\$ -404		V
ALL SELLEGENCE 39 SERA COMB DVL 31 FOND COMB DVL 39 CWEES CUTE		
0-268 MO OA YE OO DA YE (48 255)	CODE 3-BEISE	HEALTH INS. CODE
2-10 91		·::
PREVIOUS CIVILIAN GOVERNMENT SERVICE 12 IEAVE (AT 1)	FEDERAL TAN DATA	46 STATE TAX DATA
DE 0-80 PREVIOUS SERVICE . CODE PORM EXECUTED		FORM EXECUTED , CODE NO TAX STATE CODE
		1-165
t- no bethe in stevice	7º1 - 1 00 ·	
	Day Con C	8-NG
T DO SETAR IN SERVICE T TES T	46 OF APPROVAL	
1 BO BECAG IN SIEVICE 1 VES 1 VES 2 ARCAR IN SIEVICE (IESS THAN 3 VEARS) 2 NO 2	134	2-110
POSITION CONTROL CERTIFICATION	134	2-RG DATE APPROVED
T. BO SEELE IN SERVICE T. BREAK IN SERVICE (1855 THAN 3 YEARS) J. BREAK IN SERVICE (BODE THAN 3 YEARS) POSITION CONTROL CERTIFICATION	134	2-RG DATE APPROVED
T-BO BREAR IN SERVICE 2-BREAR IN SERVICE (1855 THAN 3 VERRS) 2-BREAR IN SERVICE (BORR THAN 3 VERRS) 2-RO	134	2-110

REQUEST FOIL STREET IN MARKET STATE OF MESONNEL ACTION REASSIGNMENT	The state of the s	CTION	10 September 1965
056361 HICKS, CALV	The state of the s	· ·	
	LII, ₩ •		
REASS ICHMENT		. EFFECTIVE DATE REQUESTED	5 CATEGORY OF EMPLOYMENT
		HONTH DAY YEAR	RECULAR
o. Purios	v to cr	P COST CENTER NO CHARGE?	8 LEGAL AUTHORITY (Completed by Office Personnel)
O'rov	ἀ 10 ἀ	6235-0623	
ORGANIZATIONAL DESIGNATIONS DDP/MH		10 LOCATION OF OFFICIAL STATIS	
CS/CS Development Comple	ment		
••		Washington, D	.C.
1 POSITION TITLE		12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
CPS OFFICER	•	-XXX 9947	D
4. CLASSIFICATION SCHEDULE (GX 1R. ra.)	15 OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR RATE
08	0136.01	13 (4)	\$ 13,335
	· .		Street S
			1
HE SIGNATURE OF RECUESTING OFFICIAL	DATE SIGNED	185 SIGNATURE OF CAREER SERVICE	E APPROVING OFFICES APPROVING
BOBERT D. CASHMAN, C/MH/Per	To losphis		JUN 19/14/61
SPACE I	BELOW FOR EXCLUSIVE U		~
	22 STATION 23 INTEGREE CODE CODE	24 HOQTRS 25 DATE OF BIRTH	26 DATE OF GRADE V V DV EATE OF LEE
ACTION TO EMPLOY, 21 OFFICE COCHES CODE NUMBERIC ALPHABETIC	1 .000	COOL MO. DA. YE.	MO DA. YR. MO DA YR
13 5/947 Luk	75013	1 11 108 124	MO DA, YE, MO DA YE
CODE CODE NUMBERS ALPHABETIC SPECIAL TO SPECIAL TO RETITEM OF DA. 18. REFERENCE 1-CSC	75013	mo. 02. 14.	
ODE CODE NUMBER AND ARTHUR STORES OF THE REPERCE STORES OF THE REFERRE STORES OF THE S	75C1) ANNI DATA 31 SEPARATION DATA (COL	1/ 08 2Y 32 CORRECTION CANCELLATION DATA TYPE MO DA VE.	MO DA. YR. MD DA YE EOD DATA 13 SIGNIT 26 SIR EOD DATA
CODE	ALMI DATA ALMI DATA CODE STORM DATE DA VE. GREESTY	32 CORRECTION CANCELLATION DATA TYPE MO DA VE. GOOT 39 FEGLI HEALT COCCE CODE 0—WAIVER	MO DA. YR. MD DA YE EOD DATA 13 SIGNIT 26 SIR EOD DATA
CODE	ASAN DATA DATE DATE CAPETE CAT DA YE. PROV. TEMP	// 08 CY 32 CORRECTION CANCELLATION DATA TYPE MO DA YE. GOORY 39 FEGLI HEALTI COCCE CODE 0-WAIVER 1-17.6	MO DA. YR. MD DA YE EOD DATA 1 INSURANCE HOUSURANCE HOUSURANCE
CODE	AST DATA ODE DATA CODE DATA CODE DATA CODE DATA CODE DATA CODE DATA CAPER CAT DA YE. CAR ESSY PROV. IEAP DA YE. CAR ESSY PROV. IE	// OB C Y	MO DA. YR. MD DA YR EOD DATA 13 SECRIT SE SER EOD DATA 14 STATE TAX DATA 40 SCALAL SECRITY NO HEALTH INS. CONE 40 SCALAL SECRITY NO
CODE	ASSIST DATE 18 CAREE CAT DA VE. CAR SESY PROV. TEAP 42 LEAVE CAT 43	// OB C Y	MO DA. YR. MD DA YE EOD DATA 1 INSURANCE HOUSURANCE HOUSURANCE
CODE	ASSET DATA CODE STORM DATE DATA (CODE STORM DATE DA YE. CAR ESSY PROV. TEMP 42 LEAVE CAT ADA YE. ADA YE. CAR ESSY PROV. TEMP 1—15 2—80	// OB C Y	MO DA YR. MD DA YR EOD DATA I ISSUEARCE HEALTH INS COPE 14 STATE TAX DATA FORM ERECUTED 1-175

			<u>-</u>	CATE PREPARED	,
	REQUEST FOR	R PERSONNEL ACT	rion .	3 las	1962
1. SFRIAL NUMBER 2.	NAME (Last-Firs	t-widdle)			
056361	HICKS,	Calvin W.			
1. NATURE OF PERSONNEL	ACTION -		4 EFFECTIVE DATE REQUE	STED 8. CATEGORY OF	EMPLOYMENT.
FROMOTION			000 13 602	REGU	LAR
FUNDS X	V TO V	V TO CF	7. COST CENTER NO. CHAR	Office of Pa	rionnel)
	CF TO V	CF TO CF SA	2235-1400-1000		
9. ORGANIZATIONAL DESIG	NAT LONS		10. LOCATION OF OFFI	CIAL STATION	
DDP Task Force W	•	· • • • • • • • • • • • • • • • • • • •		•	
Paramilitary B	rench .		Washing	ton, D.C.	
		•			· •
II. POSITION TITLE		· · · · · · · · · · · · · · · · · · ·	12. POSITION NUMBER	"I D. CAREER" SERV	ICE DESIGNATION
OPS OFFICER		LED)	0715	- :	D (*)
14. CLASSIFICATION'SCHEDUL	E (03, LB, etc.)	19 - OCCUPATIONAL STRIFS	16. GRADE AND STEP	17. SALARY OR R.	ATE
· GS	(3)	0136.01	13 (1)	10,635	
18. REMARKS	,	,			
Recommendation a	and Fitness	Report previousl	y submitted.	•	•
·	,	<i>r</i> -	· ;		
` `	•	$/R_{C_{\zeta}}$	Mark Mark Thomas	P.,	
	**	. f. (0525 127		
	•	Ŀ			
			KS /		
		•			
		1011			
	enstreved	DATE SIGNED	180. SIGNATURE OF CAR	FER SERVICE APPROVI	
LCUIS W. ARMSTROM		. [7] [9]	Daylors	Strange -	5/13/62
			OF THE OFFICE OF		
CODE CODE CODE		ETATION 29, HITEEN E 24, 1204 COOF	MISHER BY STATE OF SHEET		CATE OF LEI
22 10 6145			1 11 108 124	× 01. 17 m	7. 04. 70.
28-NIE EXPINES 2" SPECIAL	30. RETIREMENT	0010 0000	ATACHARITANISHASIAN (TSARAS)	33,	SECURITY 34, SEX
MG. DA. YR.	3 - FICA 200	Tel	Pt =0, 04, 14,	EOD DATA	
35, VET, PREFERENCE 36 SERV. COM	5 - NONE P. CATE 37. LONG. CO	PP. DATE 36 PIL SERN CREDI	T'LCD 39. FECL! / HF4L?	INSURANCE NO. S	OCIAL SECURITY NO.
CODF 0 - NONF MO. DE.	TR. MO. 64			ME BE THE THE COOF	
12 - 10 PT PREVIOUS COVERNMENT SERVICE	E DATA - C.		PAL TAE DATA	EFT STATE FAX	JATA
COOF 0 - NO PREVIOUS SERVICE	 :	FORM FRI CUTED 200		F344 E3FCU*F3 C006	NO. THE STATE CODE
1 - NO BHEAR IN SERVICE EL 2 - BREAR IN SERVICE EL 3 - BREAR IN SERVICE EM	ess times 12 Mpc)	1 .= ves 2 = 40		1 - 175 2 - 10	· at we.
45. POSITION CONTROL CERT		46	. C.P. APPROVAL		DATE APPROVED
01	11	4	Raldas	some.	5/10/
" Learner	05/10/2	2			
152 use parvious e	0)710PL .	· CECDI			. (4)

EYES CIVLY SECRET

28 August 1961

MIMORANDUM POR: Secretary, CS/CS Panel (Section B)

SUBJECT

Recommendation for Promotion to Grade GS-13

- Mr. Celvin W. Hicke

1. It is recommended that Calvin W. Hicks be promoted from Grade GS-12 to Grade GS-13 in recognition of his outstanding performance as a member of JMATE Project.

- 2. Mr. Hicks was assigned to JMATE Project in October 1960 as an operations officer in the Paramilitary Section. His years of Agency experience and varied operational assignments enabled him to immediately take hold and perform the many functions required in the Paramilitary Operations Section in a most outstanding manner. This included recruitment, training, briefing, debriefing and in-exciltration of agents; supervision of the infiltration of supplies and bodies by air for the Paramilitary Operations Section; case officer for certain high level agents and their W/T operators inside the target area. Mr. Hicks' maturity, common sense and varied experience enabled him to operate with the minimum of supervision. He trained certain agents in tradecraft, air and maritime reception, mapping, and guerrilla warfare with the result that these agents received the only completely successful air drops. In addition, some of these agents handled and trained by Mr. Hicks became our most trusted and important agents, and a large measure of their willingness to go on after continued frustrations was due to their respect for, and trust and confidence in, Mr: Ricks.
- 3. Mr. Hicks has continuously demonstrated the ability to perform duties in a higher grade. He has the leadership, maturity, common sense, stability, and ability to make decisions and to operate with minimum supervision so necessary to senior officers in the Agency. He is aggressive and capable of fighting for his views; at the same time he will listen to advice and once a decision has been handed down, will give it his full support even though he might have opposed it before the decision was made.

SECRET

EYES ONLY

4. Mr. Hicks has been an Agency staff employee since August 1950 and was last promoted in November 1956. He is in every way fully qualified to perform the duties of a higher grade and has been doing so in an outstanding manner on JMATE Project. Therefore, it is strongly recommended that Mr. Hicks be promoted to Grade GS-13 at the earliest date.

J. C. KING Chief Western Homisphere Division

EVES GNLY

·	4.54	(4000		
	REQUEST FO	R PERSONNEL ACT	ION	10 August 1961
1. STREAL NUMBER	2. NAME (ERST-FOR	vivuiddle) - "		
056361 1	. , , ,	Calvin W.		
3. HATURE OF PERSO	HHEL ACTION		4. EFFECTIVE DATE REQUES	TEU S. CATEGORY OF EMPLOYMENT.
RFASSIG	IMENT And Tran	sfer to Vouchere	d -1x 20 41	RECULAR
	V YO V	V 10 CF	7 COST CENTER NO. CHARG	g. s. LTGAL AUTHORITY (Completed by
FUNDS	X CF TO V	CF TO CF	2635-5000-8021	
9. ORGÁNIZATIONAL		12 1 81 -	10. LOCATION OF OFFI	CIAL STATION
DDP/dH, D1 Branch 4	vn.			
Paramilita	ry Sec.		Wash., D.	. C.
II. POSITION TITLE			. 12. POSETION NUMBER	124. PCR CONTROL NO. 1.3. CAREER SERVICE
ODE OFFICE	R (D)	1 1	0716	DESIGNATION
OPS OFFICE	- ,	13. OCCUPATIONAL SENIE		17. SALARY OR RATE
			12 (4)	9,735
GS (1:	5)	0136101	12 14/	79122
18. REMARKS	-			
				752
HERHERT V. J		PR EXCLUSIVE USF	OF 11th CILICE OF S. P. O. S. P. P. O. S. P. P. P. O. S. P.	EER SERMICE APPROVING OFFICER PERSONNEL (ACCURATE SERVICE 177, DATE OF LEE
1000 1000	P01610 0 P0461112	cope cras	100 M	40, Co, 4 co, 90, Do, vo,
16 16 640		15013	1 11/108/24	
TH. NIE EAPIRES 2- SPE	CIAL IC RETREMENT	CATE 31 STRAPAT CA	2, SCREST TOWAGANCE (LATION DATA	EOD DATA 33.5fturity 34,5ft
25. VET, PREFERENCE 36. SER		CHP, GATE THE MILL SES & TAN	0:17(10 31, FEC(1 / HI ALTH	INSU-ANIE NO SOCIAL SECURITY NO.
000F U = 848F Mg. 1 = 5 07, 2 = 16 pt	04. 18 192	24, 1 0 11° C	.ne cone U a escusor 1 =	esecte into osci
it. PREVIOUS SOVERWEST		CODE NAT AS	ATAC KAT JASA	er, crate tax Data
O - NO PAPELOUS S 1 - NO BAPELOUS S 2 - NOTAE IN STOR 3 - SHEER IN SERV	Envior	1 = 183 2 = 40	CF NO TAX FRAMPTICAS	# 100 CODE NJ, 1 at 5 at CODE NJ, 1 at NJ, 1 at CODE NJ, 1 at NJ
45. POSITION CONTROL	CERTIFICATION	4	6. O.P. APPHOVAL	
W Xean	ren og g	1/6/	Omile 6	7 Dawen
	ervious carrière	SECO		48

DÉAU	EST FOR DEDGO	NACT ACTION		DATE PREPARES	*
	EST FOR PERSO	Control of the second		17 Octobe	r 1960
	CSS, Calvin W	T 9 7 7 7 8		ew y	
REASSIGNMENT (TEMPORARY)			10 + 30 - 6	STED 5. CATEGORY OF E	
FUNDS V TO		TO CF	7. COST CENTER NO. CHAR : ARLE 1535-5000-002	(Office of Per	To (Completed by seemel)
DOP AT Division Branch 4		417	WASHINGTON	CIAL STATION	
II. POSITION TITLE GUERILLA WARESES OF			12. POSITION NUMBER	124 PCR CONTROL NO	13 CARLER SERVICE DESIGNATION
14. CLASSIFICATION SCHEDULE (GS. E		S6.14	16. GRADE AND STEP	17: SALARY OR PAT	<u> </u>
DDF/HS/9=CHBFRI, *UPON TERMINATION FEAD OF YOUR CAN	CF THIS TEMP ISSR SERVICE I	ORARY ASSIG		Liberall Joseph Color of Reservice APPROVIN	
THE SECURITIES OF REDGESTING S	1311, 05-1	14-61	89. SIGNATURE OF CAR	C/NO/FE	o detas
HERBERT V. FUEL, CAR	/L/Pers.	<u> </u>	Oxacle	Carr	212
DEEEBERGE	2002 000 000 000 000 000 000 000 000 00		2012 25 Out of electricity of the control of the co	40 E4, V5 42,	C. Q. T. 34, SEX 0. NO.
5. et. PREFERIU: 26 SER., COM., CAN. 255	TO. 10. 15.	2 - 45 2 - 42		- 1450F440E	OTAL SECURITY NO.
De un endicous sequicit 1 - un endicous sequicit 2 - Royal in Sequicit (LESS THAN 3 - Popis in Sequicit (LESS THAN 3 - Popis in Sequicit (LESS THAN	2006	Form (1870) (2008) 1 + 185 2 + 100	NO, TOB (BINDPICES)	Frame Fasc (FF) 2006 1 = 465 2 = 40	NO. THE STATE CODE
W. Kearney 1		ı	O M MOTHE	C. San	: 71

Ċ

· ('' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' ' '	**	، دقديد				. 15.0		;	
		REQUE	FOR PE	RSONNEL	ACTIO	N	,		٠.
1: Senal No:	2: Name (Last-First-Mid	dla		10 13. Date O	l-Birth 4	Vet. Pref.	15. Sex	C5 - EC	20
1. 367131 160.	S: Legine (Corts text-tail)	Gie)		Mo. Da.	I Yr. N	lone-0 Code	.	Mo. Da	
EE6361	HICKS CALVININ			11/08	3 24 1	5 Pt-1 . 1	M 1	07 18	8 5
556 <u>361</u>	S CSC Retmt 2. CSC	Or Other L	exal Authorit			1 FEGLI 1		13. 5	
Mo. No Yr.	Vet 1 Code		•.	Mo. Da.		s 1 Code		Yr. Yes-1	
05 28 48	No -8 1 50 L	ISCA 403			N	0-2	38 05	50 No -2	1
.3"			1 1 1	ASSIGNMEN	T		• • • • • • • • • • • • • • • • • • • •		
14. Organization	al Designations		Cod	a 15. Locatio	on Of Offi	cial Station		Station	Code
÷ *.								1	
DDP_NEA	DD111614	٠,							
SOUTH ASIA			501	CHEGAT	DAVICT	AAI .		55544	1.
CHERAL BASE	PAKISTAN 17. Position Title		1. 70	5 CHERAT				ورزر: 20. Oscup. Se	
Dept - Code	i ·				10. 10.		12.30.0.	20. 05.00. 5.	01104
USild - 1 .~	GUERILLA WAR OF	F	21.41	, and	0812		GS :	0136.	14
	22. Salary Or Rate 2		24 DateO	Grade 25. PSI		26. Apprep	enation Nur	iter .	
	S - moret		Mo. Do.	1					
12 (3	1 2570 19 19	DM	111 : 18	156 H L1	5 59	9.3373	02 174		
	•	•	AC	ION CS 4	14 41				
27. Nature Of A	tion	Code (S	38. Eff. Date	29. Trpe C	Employee	•	Code	30. Separation	n Data
REASSIGNA	ENT ANEXTRAKSIER	. 1	Mo. Da. '	r: REGU	TAR.		125	, .	•
		67					530		
 	 	61.	10 102 16	0 - 1-			1		
		P	RESENT A	SSIGNMENT	,	-			
31. Organization	al Designations		Code	3x. Locatio	n Ol Ollic	ial Station	;	Station (Code
DDP/NE	NS/5				•				
CS/CS DEV	ELOPMENT COMPLEM	ENT		WAS	HINGTON	, D.C.			N 2
į	•	B	40	X	•			1/3	
3 Dept Field	34. Position Title	<u> </u>	1700	01	35. Positi	3 No. 6	36. Serv. 3	7. Occup. Sei	ries
Dept - Code		*		•.	10	22.60			/
JSHd - 1	EMIXER GUERI	LLA WAR	OFF	-	600	34797	GS	0136.14	
	39. Salary Or Rate 40	. SD	41. Date Of	Grade 42. PSI [ue Ju	43. Approp	nation Num	ter	
20 2	\$ 0).75		Mo. Da.	Yr. Mo. D	a. Yr.			- /	•
12 3	\$ 9475	D	1 :1	1 1 1	1	1.120	1998		
1			PURCE O	F REQUEST	-:	1)(4	*		
	Not And Tile)/Opin	rell,	V	C. Request App	proved By (Signature A	nd Title)		
FRANK 1.	ETALD, JR. CNE	PERSON	5 1						
	Intermetion Call (Name &	lelephone &	λt.)						
_Donna_Bobi	n_x3671		CLEAR	ANCES					
Clearance	Signature		CLEAR.	Clearance		Signa	h:/0	Do	ate.
A. Career Board	CCF MUS	LX	35/00	D. Placement	- -	Jigita			
. Pos. Control	11/1		13111	F. Flocement					
Classification	1	1/-	to and provided the	F. Approved By	70	Kept 11		10/21	1/2 : 1
emarks .	·	Dom.	2.1.4.7.	,			Sacorde		45.
2 cc - Sec		RETUR	_				CSF.		
1 cc - Fin		ject awa	itting re	assignment		. ,	ulia	1.1	1
	· ·		٠.		•		16/19	1136 8.	

i de la companya della companya della companya de la companya della companya dell		SECRET		
NAME OF EMPLOYEE (Last-First-W HICKS, Calvin W.	siddle) tost day day son	And relationship of the Lisa mala Mary tonsi	EPENDENT: ria llectomy	CLAIM NUMBER 60-391D 60-392B
HICKS, Calvin W.	dau son	Mary tonsi	llectomy	188 <u>-</u> 3338
HICKS, Calvin W. There is on fil	le in the Casualt	AND PECATIONS AIP OF CALLISA mala Mary tonsi Michael tonsi ty Affairs Branc an Official Disa	h, Benefits an	ik8-383B and Casualty
HICKS, Calvin W. There is on fil	le in the Casualt	Mary tonsi	h, Benefits an	ike-393B and Casualty File on the
HICKS, Calvin W. There is on fil Division, Offic above named e	le in the Casualt	Mary tonsi Michael tonsi ty Affairs Branc an Official Disa dependent*) for	h, Benefits an	ike-393B and Casualty File on the
HICKS, Calvin W. There is on fil Division, Offic above named e death incurred	le in the Casualt re of Personnel, employee (or his	Mary tonsi Michael tonsi ty Affairs Branc an Official Disa dependent*) for	h, Benefits an ability Claim	ike-393B and Casualty File on the ajury, or
There is on fill Division, Office above named e death incurred. This notice should be a s	le in the Casualt re of Personnel, employee (or his l on April 1960 ould be filed in t	Mary tonsi Michael tonsi ty Affairs Branc an Official Disa dependent*) for	h, Benefits an ability Claim an illness, in	ike-393B and Casualty File on the ajury, or
There is on fill Division, Office above named e death incurred This notice shous as a permanent	le in the Casualt re of Personnel, employee (or his l on April 1960 ould be filed in t	ty Affairs Branc an Official Disc dependent*) for the employee's Care to the Official	h, Benefits an ability Claim an illness, in Official Personal Disability C	ike-383B and Casualty File on the njury, or nnel Folder laim File.
There is on fill Division, Office above named e death incurred. This notice should be a s	le in the Casualt re of Personnel, employee (or his l on April 1960 ould be filed in t	ty Affairs Branc an Official Disc dependent*) for the employee's Care to the Official	h, Benefits an ability Claim an illness, in	ike-383B and Casualty File on the njury, or nnel Folder laim File.

Regulation of the state of the

京 日 日 日

سننسب ومنتسر			18ton F	1110	17:		سيدد حرسستند	
	•	FITTE	SS REPORT				Thur out tierzisie	geriages se
	,	r i i i i i	33 KET ONE			•	056851	
SECTION A			GEN	ENA.	L.	1 2		
1. 5441	. (1 +>1)	. (è (++1)	4 4 4	2. 51	ोह कर समयम	3. 5LX	4. GRAPE SUSE	_ ' s' ;
	llicks.	<u>Calvin</u>		8.15		<u>I</u> M	GS-13 D	
B. OFFICIAL PC							Sa CURIN ST, STATION	
	Watch Office				/F.1/1RT/1W		I., RQS	<u></u>
9. CHI, CK (X1, TY	Pt. OF APPOINTS	141 -		10. ¢	HLCK (A) TYPE	OF HILPORT	بثباء بسحميسكسينهميوب	<u> </u>
X CAME .	į įūusąūve		Trancajav		INITIAL		THEASTIGNOUS NY	SUPPLIENTED
	HOVISIONAL (See	mptrus tiggique	Section ()	-1	ANNUAL	,	HI, Vatice Min.	
spreikt i					SPECIAL (SIE	~		
H. DATE KEPOR	. ~ / 7 ~ ~ / / / / / / / / / / / / / / /	فيوافر أعرارا	State of the state		LPORTING PL		(-)	
3] Oct	<u>teber 1972 </u>		And the contract of	֡֡֡֝֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡֡	ar 71 - 3	1 Oct 72		
SECTION B	<u> </u>		FEREORMARCE					
U-Unsatisfactory	Peifoirance sur could range from or proposed in Sc	eeshicking, to	i rating in this caregory further training, to place	risa be tsaniti	s immediate end probation, to re	positive reme assignment or	dial action. The nervice of to separation. Describe a	the action of the control of the con
M-Marginal	tulen er recomme	obije stavild b	e descrit ed.		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		d in Section Cord remed	lel actions
P-Fraficient			ired results are being pro		in the manner ex	pected.		•
S-Strong		. *	exceptional proficiency					* 1
O-Outstanding.	Feifermance is so a			of-the	work and in com	posison to the	performance of others do	eng sin dar
			SPECIFIC	200	TIES TO			
nenner in which e	implayed performs	ENCH space	ilic why. Consider don their obility to	ONLY	effectiveness	In performs	latter which best des now of that aug. All playing supermonts	employees
PECIFIC DUTY N	artiolern	110 is t	ne closest qua	iiii	cation co	de to de	scribe the work	NATION !
of a Watch O	officer) Fi	repares	iD dissems fro	m Ir	tel Cable	s and re	leases tham	LETTER
o the U.S.	Intel Commun	nity for	the CS excedi	tine	their de	livery by	/ electrical	. S
ransmission	when approx	riate.	Also dissens	cert	ain FI/D	Cables.	,	
PECIFIC DUTY SO					-: : : :			HATING
onsults wit	in arca divis	ion off	icers, as nece	ssar	y in his .	judgment.	regarding	S
isseminabil	ity of the i	info and	to ensure ade	qua t	e protect	ion of so	iurces and	,
ethods with	ាស់សុំស្សា ស្រុ	airment	to info reach	ing	policy les	vels.	,	
PECH IC GOTT S							_	HATING
eylews supd	ata and auth	entical	ion statement	in i	ntel cable	es and do	letes any	S
ensitive op	eretional da	ta Peroi	re any distrib	utic	n is made.	Effect	s distribution	
		ithin tr	ie DDP on a sti	rict	need to !	cnow basi	s	
PECIFIC DUTY NO	5. 4 4. gg. 4ha			•				PATING LETTER
eeps curren	t en the gen . Phi to Hour	eras and	special requ	ıren.	ents of cu	istomer a	gencies	S
nctualing in	e internets	e ter ca	bled info, i.e	2.,	into en na	ercotics,	nijacking,	
		oreign c	lignitaries, e	cc.			· · · · · · · · · · · · · · · · · · ·	i
PLCIFIC DUTY NO	us . Connec alas		tal annality sad					KATING LETTER
on the use 's	grants crea	nances (in consultation	m w	ith respon	isible ar	ea division;	
or the use t	n urssened i	ration of	mation in fini	sne	inter pu	Discatio	ns in a	S
	by dissemi							
recipie buty na	· · Caintains	igeod wo	rking relation	is n	ot enly wi	th DDP a	rea divisions	RATIVE
nd staff, bu	it with Sign	al Cente	r and Cable Sc	cre	tariat at	all levi	es to	
xpedite the	dissem of s	ignifica	nt reports; wo	rks	closely w	ith CSCO	s and SDDs to	S
eep one anot	her alert to		icant events.					
<u> </u>		OVERALI	_ PERFORMANCE	IN C	URRENT PO	SITION		
the into aces we	exerctions at not t	ha emalore	e which influences t	is -65	etiven-ss in i	ila currant n	asition field as ton	KATING LETTO
u singe of specif	he dities, produc	A 20, CG	just on 175, secreta	resem	155, pattinent	personal ye	lits or habits, and 🗽	i
			knowledge of emplications which				ng the rating period.	S
	The same of the con-	- abannang		-10 -4HQ3	according to		and or being worker	1
	1	÷						

	Spage tiller to)	
Isremone S	THE PROPERTY OF THE PROPERTY O	115
In Leave singulation strengths at extrall or leaving. Single strains on leaving leaves and strains of leaves and proposed and strains of the life's continues was granted a Quality in which he is held by Mr. Hicks: services because of DDP's incressourity in the dissense strumental in referring tication statement and the source of the informations on the IW losses	to perform with exceptional straight of the manner of the report of the manner of the	proficiency. In April 1972 he and as proof of the ligh esteem string project of the ligh esteem string period rich maintenance of operational aformation. Mr. Hicks has been intended in the author of the ligh esteem string period rich maintenance of operational aformation. Mr. Hicks has been intended in the author of the au
		tasks and his contributions in
		Placents of good reporting and the
its dissemination to the	d judgment in referring or cor ne Intelligence Community is a	nsulting on an Intel Cable prior to in essential element in the proper a certain extent the Agency's
	and reassignment of several I	W officers during this reporting
period, Mr. Hicks is no	w the IW officer with the mos	t experience and continuity on the
job. This together wit	h his maturity of judgment an	d ability to withstand the rigors a
	n around-the-clock activity.	make Mr. Hicks a distinct asset in
the unit. The assignment carri	es na supervicery reservesibil	ities and does not require any
sign Ficent-demonstrati	on-of-cult fulf citis first sco.	Titles and does not require any
S.GHOR D	BY EPPLOYER	NENTS
	REIFY THAT LHAVE SEEN SECTIONS A, B, A	UD C OF THIS REPORT
CATE	ISIGNATURE OF EVILOYEE	The state of the same of the s
16 October 1972	Calvin W	. Hicks
2.	BY SUPERVISOR	
NONTHS LUMINIES HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYER, GIVE EXPLANATION
38	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED HAVE AND SIGNATURE
3476	OFFICIAL TITLE OF SUPERVISOR	
16 October 1972	C/FI/INT/IW	Joseph A. Procaccino
1.	BY REVIETING OFFICIAL	The state of the s
I can add not high opinion	hing to this evaluation. of Mr. Hicks' work and cl	I share the rater's naracteristics.
		•
•	· :	
* · **		
· · · · · · · · · · · · · · · · · · ·		The state of the s
ATE.	OFFICIAL TIFLE OF PLYISHING OFFICIAL	TYPES OR PRINTED NAME, AND JIGHATUNE
24 Oct. 1972	C/FI/INT	Thomas F. Thiele

HICKS, Calvin Widson 5 Aug 1950 8. Key 1924 Married 7 2925 53 5% CAPPER Jul. 1954 1965 PCS 0/8 None scavice DEFENNEL ALL 21 AVSESSMENT DATE 4. LANGUAGE APTITUDE TIBT DATE Aug 195% 1943-45 Military Service, US Army, Pvt 1946 Mational Geophysical Co, Dallas, Tomas - Shooter (for seimsgraphy) (1 mg) 1948; 49 Marine Exploration Co, Houston, Toma - Laboratory Helpar (5 mos) Toxas Agricultural & Magnanical College, College Sta, Texas - BS College Univ of Houston, Houston, Toxas - Goology. /(Quo;-iyaler) P. FOREIGN Nono . LANGUAGE
ADILITIES
'Language,' Profictions, Data Tooled 1955 maps 3563-66 Spensuality e) 1950 Pen 1950-1969 Moreover or Orea 1969 Mereck 2001 Co 1969 Mercyc -1-1 Cold 1952". 1952 6, 2 Autum San ECSITION TITLE & OCCUPATIONAL CODE GRADE 'SO | DEGANIZATION & ORGAN. TITLE (11 and) | LOCATION CIFFCTIVE DATE AV. Mad 1, 2000 $-A_{i}$ Dc Oct 1960 Nov 1960 DDP/CS Dov Comp/NE DDP/WH-4 Eq 12 12 12 D. 0136.14 0136.14 DDP/Wil-4/Paraill Soc · n D Aug 1961 0136.01 May 1952 0136.01 13 DDP/Tack Force "W"/Faremil Br ** · D Jun 1954 0136.01 '13 D DDP/3.15/MiemiOpsFr/Cn, PM Soc Kay 1965 0136.01 ď 202/12/C/Minniopour/Ch.PM Sec Sen 1465 20. MATE REVIEWED a 2 Minus

107/301	BIOGRAPHIC PAGNIE (PART 4 - COATH	
SICKS, Calvin Wilson		8 Nov 1924
.~		
	CC:18 SCPT 1947 ("erannel Accions, Malitary Orders, and Pe	
Jul 1966 Ops Of	O136.01 13 D DOP/HI/Dr-3/Lima	HQ HQ
'Aug 1966 # #	0136.01: 13 D DEP/AI/Br=3/Colombia	n .
Jun 1967 Watch Of	0132.07 13 D EDP/FIStf/IntolGrp/	intolliaten "
· 3		
•		
•		
	•	
		•
į i		
DATE REVIEWED	PROFILE REVIEWED BY	
20 Aug 1973	o:/Jack	

056361	BI	ocaapuio prof ilio	(2/ART 2)	
MARC (Leat-Firet-Widdle)	ina Gibar			DATE OF BINTH
HICKS, Calvin Wilson	10078 400 Tue Balla Ball	,		R T'04 1573
TO EVALUATIVE ME	ORTS FOR THE PAST TEO	YEARS	maria .	
		1 6		
	170-101-47	OCTOSFR'8.	. •	
44. SUMMARY OF CARCER PREFERENCE	OUTLINE AND/OR FIELD	MEASSIGNMENT QUESTION	MAIRE	
	e .må			•
			• • • • • • • • • • • • • • • • • • • •	
				1
			: .	**
	:	•		
25. IDENTITY OF OTHER DOCUMENTS	HECH SHOULD BE REVIEWS	D IN DETAIL		
26. ADDITIONAL INFORMATION Commondation 1960 f	rom former Chief	of Base, Cherat,	for outstan	ding performance
of duty waile on the sta Approclation and Co FI/Intel Water during th	ff of ACLEVER Proj <u>prondation 1967</u> fr <u>project of the re</u>	ject, 7 January ron Ch, NE & SA eccot Middlo Ros	- 25 August Div for the t crisis.	performance of the
Appreciation 1269 f	cords Officer in rom Ch. Eur Div f	the Clandestine or the performan	Services. See of the Ir	ntelligence Watch
during the resident's tr Award 1972 Quality &	ip to Europe with itep Increase for	endorsement by sustained super:	ior performa	nce.
	:			
27. DATE REVIEWED 20 Aug 1973	umn/jr/	: 1		
FORT 10. 1200 (PART 2)	is constite.	ELICET, CHART	PROF!	LE · (4)

. 00000

Unsantzed Bisprofile

NOT	OF OFFICIAL COVER BAG		TION			FILE N	υ.
	1		- î	25 Oc	t_1974	2925	
	CHIEF, CONTROL DIVISION, O	<u> </u>	***	504-1	5-4012		
TG:	CHIEF, CONTRACT PERSONNEL	DIVISION,	ÓP	CHPLOVEE NOV	1	· · · · · · · · · · · · · · · · · · ·	
X	CHIEF, OPERATING COMPONENT	(For acti	on)	ID CARD MUMB	έ τ ,	,: · <u>,.</u>	
TTN:	CHIEF SUPPORT STAFF			- I I .	TAGLISHED		
EF:	RETIREMENT		OFFICIAL	1. 1.	SCONTINUED		1 1
UBJECT	HICKS, Calvin		UNIT				10 / 10 / 10 / 10 / 10 / 10 / 10 / 10 /
EKE	EP=ON\$TOP#OF#F	LEWN	HILE®C	OVER	INE	effe(OT.
ESTAB	BLISHNENT OF OFFICIAL COVER BLOCK R	ECORDS X	CANCELLATIO EFFECTIVE D		AL COVER I	UNBLOCK R	ECORDS
	SIC COVER PROVIDED SECTIVE DATE	x	SUBMIT FORM TO BE ISSUE	3254	CIC	W-2	. ,
OPE	RATIONAL COVER PROVIDED THE (Specify)	ΠÀ	SUBMIT FORM	642 IMMEDIA CATEGORY TO	ATELY TO C	HANGE TEI	LEPHONE
	FORM 642 IMMEDIATELY TO CHANGE TE	LEPHONE HA	(PH 20-7)		CATEGORY	`	
		X	RETURN ALL C	FFICIAL DOC	UMENTATIO		· · · · ·
CHHB 2	FORM 3254W-2 TO BE ISS		SUBMIT FORM HOSPITALIZA	TION CARD	SEN		
		G THIS	or waite in t	nis a occ		1	
	SERVEN CATEGORY II						
SUBMIT	FORM 2688 FORHOSPITALIZATION	N CARD					
ubject or enti s not t	will be acknowledged as CIA re period of employment and or reveal specific places or						
JUA UTOR	s of cover assignments.			,			
TRIBUTION Y 1 - CD Y 2 - OPE Y 3 - OS/ Y 4 - OC+ Y 5 - CCS	OR CPD PATING COMPONENT STRECT DO'TER	Ja	mez	DA L	na.	a fel	

1.74 1551

E-2, IMPDET CL. BY. 007622

TEIS MEMORANDUM MUST REMAIN ON TOP OF THIS FILE

A P Conta

ENGRANDUM FCR: The Record

SUBJECT

: Credit Reference for Mr. Calvin W. Hicks

1. Mr. Calvin W. Hicks has had the following history of employment with the Agency:

- a. August 1950 EOD Headquarters
- December 1950-April 1952 FE Division, stationed overseas
- c. April 1952-March 1954 OTR, Headquarters
- d. March 1954-May 1955 OTR, ISOLATION

During his time at Headquarters he was a student and did not establish credit. While overseas, his cover was that of a Department of the Army civilism, although he told casual friends that he had been recalled to active arty. From April 1952 to March 1954, he used a nominal cover of a Department of Defense civilian. He used the Commanding Officer of ISCLATICN (as locally known) to establish credit there.

2. Mr. Nicks will abide by the above story. Therefore, he should admit no affiliation with the Agency, and his employment with the Agency will be denied.

PERSONNEL OFFICER, OTR

CONCUR:

Calvin W. Bicks

CONCUR:

Security Cricer, OTR

CORCUR

ss. Administrative Officer, OTR

नुसर्ह इस्सी है

10.17

14 00000

Life: 11 FEB 75

SECRET When filled in

ΈF				NOTIFIC	ATION OF	PERSOI	NNEL A	CTION].]. *
1 SERIAL	NUMBER !	2 NAME (LASE !	IEST MIDDLES -				• • • • •	ķ			1
		HICKS					مران مورس	<u>}- :</u> :			
บนอย	ER ICI	MILACION RE VORETAPE ID CANCÈ	HELLT A	lá ots		12 2			REGILAR		4.
,	N	V 10	V:	131 EV	10 CF	7. FAN A	ND NSCA	V. :	8 CSC OR OTHER LEGAL BUT	HOBITY:	1.
	UNOS P	CF TO	O.A	CI	10 CF	5222	411		PL 88-643 S	C1 251	
000 171	/opera	TIONS S	JP '	rcu		IO IOCAL		C.			
11. POSITI		ACL INT		·•; ·	, (1) 	1	ON NUMBE	<u> </u>	13 SERVICE DESIGNATION		ŀ
		VATCH (OFF ICES			nJ25		. ~. !	6ΑΛ		
14 CLASSI	FICATION SC	MEDULE IGS LB. els		15 OCCUPATI	OMAL SERIES	14 GRADE	AND STEP	<u> </u>	17 SALARY OF BATE		
,∙1⁻.		, GS	-	1327	17 .	13 9	* 4 4.,	-	27632		
15 EEMAR	nus ,			· · · · · · · · · · · · · · · · · · ·	•	<u> </u>	·- ;	,			
	:	,		•		```, , ,	. ;	٠		÷.	
* **	١,			:	, ,	, ;		•		-	
			, , ,	, en				1			
	, '		SPACE BE	LOW FOR E	XCLUSIVE US	E OF THE					
19 ACTION CODE	70 Employ. Code	31 OLLICE COL	DING	72 STATION CODE	23 INTEGREE CODE	24 'Hdgtrs Code	25 DATE	F.BIFTH	26. DATE OF GRADE 27. TO	All OI di	
45	1:						11				,
28 NTE EX	CARLES TO		CSC CSA FCA1 NONE	COOF	II SEPARATION DATA CODE	32. Correction	MO	04			:, ٤ ،
35 VET., PR	ENTRINCE	39 25EBA COMB D	ATE 37 LONG	S. COMP DATE		GORY	30 1	ton .			
C006	1 17	440 DA	10 100	00 10	CAS SEST PROV TEMP	CO08		125			#23
4) PRE	1	N GOVERNMENT SE	evice	I LEAVE CAT	1	FEDERAL TAI	DATA	-			: [
CODE	1 NO MEAN AN S	us szavick Ni Maricz Savick (1822 Juwie 3 192 Savick (1822 Juwie 3 192		, .	FORM E18CU160 1 - 192 3 NO	coot	NO TAY EXE	70.			•
				SIGNATI	IRE OF OTHE	R AUTHER	NTICATIO	N			6
	!			•••	• • • • • • • • • • • • • • • • • • • •		-				•
,				: :: : : : : :	,		. '.	en e	HICKS, CALVIA	W	
FORM 9-72 MA	1150	Use Previou	vi	<u> </u>	SECR	ĘŢ			790-101-47 CALICA	3,8555 (+21)V	. 🙉

JCS C7731		NOTIFICATION OF	TERSONIVEE ACT	17.	<u> </u>
Helm minner	S MANE PLAST-REST-MENTE			A STATE OF THE STA	-
56361	HICKS CALV	Tisk was a second		4	·
NATION OF PERSONNEL &	CUCH		4 EFFECTIVE DATE / 5	CATEGORY OF EMPLOYMENT	
EASS LONKS	NT .	* 1	07 02 73		
2 2 2 1	X v tô y	V 10 0	I FAM AND NS. 2	8 CSC OR OTHER LEGAL AUTHORIT	Υ .
FUNDS.	Ø 70 ¥	0 10 0			
ORGANIZATIONE DESIGNA	I	1	10 LOCATION OF GALLIAN	1001	
องขอร	S/PEND REASS		WASHO	**	
NTCH OFFIC	JER.		12 POSITION SURSER	13 CAREER SERVICE DESIGNATION D	
CLASSIFICATION SCHEDULE	(GS, 18, etc.)	15. OCCUPATIONAL SERIES	TO GRADE AND STEP	17 SALARY OR RATE	
S	5	0132.07	13	,	
REMARKS			<u> </u>		
•				•	
,					,
				•	
		1 to 1			,
-					
,	•			· ·	٠ أ
	ı	•	•		đ
		•			
		i	•	POSTED	, 1
	-1 .	, , ,		1 7:1:10	1 1
				Mets	1 1
		t .	. '		
				1	j
		SIGNATURE OR OTH	O ALITADES TIPE PIOCE		
		PIOUTIONS ON OTH	K AUTHENIC VION		
					İ
,				•••	
•					
	· .	<u> </u>		"Mari	
a 17508	Use Previous	SEC	CRET	"F 2 IMPOST ("1 RY (Y)7422"	- (4-51)

SECRET NOTIFICATION OF PERSONNEL ACTION JULE 10/34/73 2 HAME (LAST FIEST MICORE) . HICKS - LAUVIN & S CATEGORY OF EMPLOYMENT CEASSIGNMENT 8 CSC OR OTHER LEGAL AUTHORITY ¥ 19 Ø · Ø . 19 . Ø. 0 10 V 4222, 4114 0001 P GREATERIONAL DESIGNATIONS CC/35. CDC/QS/IG/IM8 mast., D.C. II POSITION TITLE 13 CAREER SERVICE DESIGNATION 12 POSITION NUMBER MATCH OFFICER 0,547 14 GUESPERTION SCHEDULE (GS. LB. en.) 15 OCCUPATIONAL SERIES 16 GRADE AND STEP IF SALARY OR RATE .. GŞ 0132.01 13 18 959,6965 POSTED . ::/3 SIGNATURE OR OTHER AUTHENTICATION

Form 11508 8-72 pd-G 9-72 Use Previous Edition SECRET

"E 2 IMPDET CL BY 007522

(4-51)

NOTIFICATION OF PERSONNEL ACTION 1005 (107/08/72 1 SERIAL NUMBER 2 NAME JUST FIRST MIDDLES 056361 FICKS CALVIN I REASSIGNMENT 07 01 72 W -10 V . V 10 CF FUNDS QF 10, V 3223 4116 0000 DDP/FI STAFF WATCH CFFICER 0947 0. 14 CLASSIFICATION SCHEDULE (GS JE erc.) IS OCCUPATIONAL SEELS 16 GRADE AND STEP 17, SALARY OR RATE GS , 13 0132.07 IS REMARKS SIGNATURE OR OTHER AUTHENTICATION POSTED 7.17.72 72 Use Previous Edition Form 11508 7-66 MFG, 2-72

MEH : 03 JAN 72		CRET		•
	1.2.41.1	Sala a Sala a Sala	Mile Access of the Control of the Co	
OCF	NOTIFICATION OF	FERSONNEL ACTION		•
SERIAL NUMBER 2 NAME (LAST SEST MIDDLE)	• .		* . · ·	
056361 HICKS CALVI	N W			
3 PARTURE OF PERSONNEL ACTION		4 EFFECTIVE DATE 5 CATE	GORY OF EMPLOYMENT	
REASSIGNMENT		12 23 71	REGULÂ	R
V 10 V	v to ct	2. Financial Analysis No. Chargest	COLUMN TO THE PERSON NAMED AND ADDRESS OF THE PERSON.	
6 FUNDS X CF TO V	CF TO CE	2222 4116 0000	50 USC	นด์3 ป
P ORGANIZATIONAL DESIGNATIONS	,	TO LOCATION LY OFFICIAL STATE		
DDP/FI STAFF	والمنابعة المستنب والماعم ووارو			i i
INTELLIGENCE GROUP		WASH. D.C.	τ.	. ,
11. POSITION TITLE		12 POSITION NUMBER	13 SERVICE DESIGNAT	ON .
WATCH OFFICE	R	0947	D	• (
Te. CLASSIFICATION SCHEDULE (U.S. LB etc.)	15 OCCUPATIONAL SERIES	18 GRADE AND STEP	17, SALARY OR RATE	g.
cs	0132.07	13 7	21313	
IB REMAPES			,	٠.,
			-	•
-	•		• •	-
		2		
HOME BASE: SOD				
SPACE I		E OF THE OFFICE OF PERSO		
19 ACTION 10 Employ 21 OFFICE CODING CODE Code NUMBER ALPHARTIC	22. STATION 23. INTEGREE CODE	24 Hidgins 25 DATE OF BIRTH	78 DATE OF GRADE	27 DATE OF SEI
37 10 32500 F1	75013	1 11 08 24		
AND ON THE REFERENCE 1 CW.	OT DATA 31, SEPARATION DATA CODE	32 Correction Cancellation Data	EOD DATA	DI SECURITY 34 SEX
13 12 na				
7500 6 hora 40 04 49 40	OA 14 CAR 0 HEST	CODE . CONE 2 WAVE	TH INSURANCE	40 SOCIAL SECURITY NO
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE	PROV TEMP	PEDERAL IAN DATA	66 STATE	TAX DATA
COOL 0 NO PIEROUS SERVICE	CODE	CODI NO TALEMATIONS	MORN ENCURED	COOF PAT THE STATE COOF
1 NO BREAK OF SERVICE 2 BREAK IN SERVICE (LESS THAN 3 YES) 3 BREAK IN SERVICE (MICHET THAN 3 YES)	1 185 7-NO		1 155 2 NO	
P BOTH IS ABOVE (MAN STAD)	SIGNATURE OR OTHER	R AUTHENTICATION	7:00	
	* ***	* **	FU	TED
	,	• •••	$I \cap I$	
			1 111	5 JAN 1972
			21	
F09M Use Previous 5 66 1150 Edition	SECRI		GROUP 1 Excluded from, autom, downgrading and	1
	•	BSI	declassification	(When Filled In)

CS 07/24/	7.1	NOTIFI	CATION OF	PERSONN	EL AC	TION:		4		
SERIAL HUMBER 2.	NAME (LAST FIRST-MIDDLE)		p.	<u> </u>	· · · · ·		-	' '		一
36161	ICKS CALV	I i w	·· · .		٠.,		,			
MATURE OF PERSONNEL ACT		-	•	& EFFECTIVE DA	1	SCATEGORY	OF EMPLOYMENT			
EASSIGNHEN	•	٠.	,	071 01	171					1
	X V 10 V		y 10 (F			AFGLABLE	& CSC OR OTHER	LECAL AUTHORIT	Ÿ	\neg
FUNDS -	cr to v		CF 10 CF	2222 4	316	ňnan				
ORGANIZATIONAL DESIGNAT		 . ! -		10 LOLATION OF						\neg
UP/FI STAF	•		٠.		4: •	11. 11		: .		
-				7.43						
r*		-	• •		•	- 1				
POSITION TITLE				12 POSITION NU	MB(A		13 CAREER SERVICE	E DESIGNATION		
ATCH OFFICE	्व		*	4	32.		b	, •		1
CLASSIFICATION SCHIDULE (C	; S, LB, aft)	IS OCCUPAT	IONAL SERIES	15 GRADE AND	TEP		17. SALARY OR RA	TE		-
,	•	1	0132.07		13-				•	
REMARKS		l		L						
	•		-							
	,			•		٠.				ŀ
		•		,	-		•			
			8					. •		
						,				
-	•			,						
		•	•			,				
		•						-		-
				•						
			,							
						-,		•	• .	
				•						
						•				
			THE AC AT	D. A.19455-17-5	ATION					4
	,	SIGNA	TURE OR OTHE	K AUTHENTIC	AHON		W.Cv.	rier	7 1	-
							J."();	TEI	<i>!</i>	
	•	,				- 1	0		1	
	,				· .		J/ 2	6 AUG 1	971	
	•			. 1		. · · *	~VQ	**********		

FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED, YOU ARE CESTIGNATED EXEMPL.

* EFFECTIVE DATE OF DESIGNATION: OL MAY 1974.

HICKS CALVIN W

056361

-	11	_

1 JENIA	L NO	2.	NAME		3 0	PGANIZATION	4 FUNCS	S W	OP HOURS	
35634	5 1	HICKS C	ALVIN H			32 400	v		<u>.</u>	
5		OLD SALARY RAT	E	7		NEW SALARY RAT	E	3 TYPE ACTION		
Grade	Step	Salary	Last Etf. Date	Grade -	5tep	Salary	EFFECTIVE DATE	Si	ADJ.	
úS 13	8	125,500	05/02/71	GS 13	9	\$20.184	C4/28/74			
		· .	CERTIFI	CATION AN	D AUT	HENTICATION				
I CERT	IFY IHA	AT THE WORK O	THE ABOVE NAMED	EMPLOYEE I	S OF A	ACCEPTABLE LEVEI	. OF COMPETENCE			
IGNATUR	A	seula	Procace	سكم	_		TFob	rue	ry 12	
	U.	NO	EXCESS LWOP						,	
		. IN	PAY STATUS AT END C	OF WAITING	PERIO		4%			
		[] Iwo	STATUS AT END OF	WAITING F	RIOD		•	•		
		L.,	,			•				
LERKS IN	TIALS						JOITEC BY	火		

Serial N	0. 2.		Name		3.	Cost Cent	er Number		
56361		***			7.		e, unutil	4. LWOP Hour	
		HICKS C	ALVIN W	14	<u>ز ا</u>	2_500_			
Grada	Step	Salary	Last Eff. Dare	Grade	100	NEW SALARY RA		7. THE ACTION	- 1 E
1				0.00	Step	Salary	Effective Date		ADJ.
. 1		1	:	1					7 1 125
3-13	7	22 187	05/02/71	CS-13	اخا	Adda Total	1,,		A Commence
emarks ar	nd Author	lication			-	823,112	04-16-73	1 15 17	
- * * *,		***	2.53 . 45.11 . 27	61 4	5 1 1				
:	. `	•		, •	<u></u>		,	a reserving	
					' ''	* * * * * * * * * * * * * * * * * * * *		and the second state of	
٠,	. 12	1	11 11 11 11 11 11 11 11 11 11 11 11 11	راجي شاء	Jan Sa	1.		100	10 July 19
			ÇUALI	TY STE	INC	REACTE			
:	• •		• • • • • • • • • • • • • • • • • • • •	•	0		.1		
	1, 1		1277777	-	- :		: :		
•					1	.,			
•	•	•		· (* ,		•	· .
H.B.	775	юя -	800 800	,000°.g	. oo o	0.000.00		• ,	1 .
			8 8 80 808 800	်စ္တဲ့ ႏွင္ပ	ૢૢ૽ૺૢઌૢ૿	0 000 ne	DA DA	TB: 04-06-7	_
				-J	~÷~	8 800 8 8			-
540		Observation 5	PAY CHA	MOF W	OTIF	ICATION	· .		1 11
300 W	fg. 3-65	Obsolete Pre Edition	vious	м.	•				
	*****		•	'		1 4		(4-31)	1 10

1. Serial No	0.	2.	Name		3.	Cost Center	Number	4.	LWOP Ho	'n
056361		HICKS CA		14.	32	500 EW SALARY RAT	· 4	7.	TYPE ACTI	OM
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary Salary	Effective Date	PSI	LSI	ADJ.
GS-13 Remarks a	7 and Aut		05/02/71	0S-13		23,112	04-16-72			
		٠,	QUAL	ITY STE	P INCI	REASE .		-	;	÷
	, .					,				,
/8/ H.	B• · I	TSHER	0 0 69 5 000 89 000 89	600 0	8 0		0 *	ATE:	04-0	6-72
	. ,		PAY CH	ANGE	NOTIF	CATION	i	Ж,	•	
Form 560 9-61	Mfg.	3-65 Obsolete F	Previous on				J		(4-51)	

32 500 086361 MICKS CALVING OLD SALARY BATE NEW SALARY RATE S. TYPE ACTION EFFECTIVE DATE 65 13 6 820, 721 05/04/69 65 13 7 821, 213 CERTIFICATION AND AUTHENTICATION I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE SIGNATURE DATE NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS FORM 560 E Use pres PAY CHANGE NOTIFICATION

HPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92#210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962#

EFFECTIVE DATE OF PAY ADJUSTMENTE 9 JANUARY 1972

: NAME

056361

SALARY

\$22,487

HICKS CALVIN W

PAY ADJUSTREET TO ACCORDANCE WITH SALARY SCHEDULES OF PL 90-2.6 PURSUANT TO AUTHORITY OF DCI AS PROVICED IN THE CIA ACT OF 1949. AS A MENDEC, AND A DCI DIRECTIVE DATED & OCTOBER 1962, "

EFFECTIVE DATE OF PAY ADJUSTMENTS & CCTOBER 1967

NAME SERIAL OPGN. FUNDS GR-STEP SALARY SALARY HICKS CALVIN W 0.56361 32 500 V GS 13 5 \$14,665 \$15,307

G.36 056361 FICKS CALVIN H 51 400 NEW SALARY RATE TYPE ACTION 05/09/65 GS 13 NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE. SIGNATURE: PAY CHANGE NOTIFICATION 1-65 560E Mig 3 45 (4-51)

5-6-

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL. 01-656 AND EXECUTIVE DATER 11576 PUPSUANT TO AUTHORITY OF DOLLAR PROVIDED IN THE CIA ACT DE 1049) AS AMENDED, AND A DOLL DIRECTIVE DATED & OCTOBER 1052*

EFFECTIVE DATE OF PAY ADJUSTMENTS TO JANUARY 1971

NAME SERIAL ORGY. FUNDS GR-STEP SALARY
HIGKS CALVIN W. 056361 32 500 V GS 13 6 320,721

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT! 28 DECEMBER 1969

NAME SERIAL ORGN, FUNDS GR-STEP SALARY
HICKS CALVIN W 056361 32 500 V GS 13 6 819,555

- - 00000

TRAY ADJUST EN ACCORDENSE ITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11676 PURSUANT TO THE CIA LOT OF 1949.

ORDER 11676 PURSUANT TO THE 21TV PERIOD BOTTO ER 1962"

AS AMENDED, AND A CCI DIPECTIVE DATES B DOTTO ER 1962"

EFFECTIVE DATE OF SEV ADJUSTMENTS 13 USEY 1969

NAME

SERTALL OF GROVE DIVIS DA-SHEP

SAL LEY

HICKS CALVIN X

56361 % 32 500 V V C CS 13 5

\$18,447

					H8	· .					
1. 56	RIAL	NO.	2.	NAME'		3. OR	GANIZATION	4. PUNOS	A LWC	P HOURS	}
056	536) [HICKS	CALVIN	1		32 500	V-			
2.			OLD SALAF		7.		NEW SALARY R		ik me		
-:Bro	de	Step	Salary	Lost Eff. D	ate Grade	Step	Salary	EFFECTIVE DATE	, SI	ADJ.	ł
CS	13	5	\$16,3	29 05/07/	67 GS 13	6	\$16,809	05/04/69			
					RTIFICATION AN	D AUTI	IENTICATION				ŀ
, 10	CERT	IFY TH	AT THE WO	ORK OF THE ABOY	E NAMED EMPL	OYEE I	S OF ACCEPTA	BLE LEVEL OF COM	PETENCE		
Sign	ATUE		de	. 0 Th	MARKE	•	.•	DAY! han	(11	69.	
,			. 🖂	NO EXCESS LWO	p 0		•		• .		
				IN PAY STATUS	NT END OF WAIT	ING PE	RIOD	• ;			
				LWOP STATUS AT	END OF WAITIN	IG PERI	00	000 00 =	<i>(1</i>)		
	S.IN	TIALS		2000	2 2 2 2	2 ×	9 8	ANDITED BY	DH -		. •

TPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE DROLE 12448 PURSUANT TO AUTHORITY OF DOLLAS PROVIDED IN THE CIA ACT

CEFFECTIVE CATE OF PAY ADJUSTMENT 14 JULY 1908

NAME SERIAL ORGN. FUNDS GR-STEP SALARY SALARY HICKS CALVIN N. 030301 32 500 V GS 13 3 919,307 810,329

MPAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5. U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND DCI CIRECTIVE DATED OF CCTCSER 1962.8

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 CCTCBER 1973

NAME

SERIAL ORGN. FUNDS GR-STEP

HICKS CALVIN N

056361 32 400 V GS 13 8

\$25.500

"PAY ACTISTMENT IN ACCORDANCE WITH 5 L.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO ALTHORITY OF DOTE AS PROVICED IN THE CIA ACT OF 1949; AS AMENUED, AND UCI DIRECTIVE DATED OF CCTOBER 1962."

EFFECTIVE DATE UP PAY ACJUSTMENT: 07 JANUARY 1973

NEN SERIAL ORGN. FUNDS GR-STEP SALARY
HICKS CÁLVIN W 056361 32 500 V GS 13 8 \$24,299

The first of the second of the

"PAY ACJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE CADE IIII PURSUANT TO AUTHORITY OF DOI CATED 38 OCTOBER 1962."

EFFECTIVE DATE OF PAY ACJUSTPENT: 13 CCTCBER 1974

NAME SERIAL ORGA- FUNDS GR-STEP NEW SALARY
HICKS CALVIN N 056361 32 47) 9 V CS 13 9 4 \$27,632

BJT: 14 JUN 67

	- S' Bome fent	FT FIRST MIDDLA)	*/	S 41	· .			1. 1.	~ .	Ç
				·. · · ·				. ``			٠,
156361		CÁLVIN	i W	2 3 3 3 4 3	4 (1) TV	gar to date a	1 1 1			7 / 1	
MATURE OF PERSON	ION AS	PARTIC	IPANT	IN CIA	4. EFFEC	DA . YR	S CATLEC	NY.OF EMPLOYMENT.			
RETIREME	NT AND	DISABI	LITY	YSTEM	1 1 6	04 67	e james	KEGUI	AR		* * * * * *
7. T. T. T.	1 1	.10, V		V 10 (F			(hargeable	A. CSC OR OTHER.L	12. 11. 2	2177	
· FUNDS	X			<u> </u>							
, p. 9	1 . 1	TO . V	<u> </u>	CF 10 CF		<u> </u>			3-643	SEC	T. 2
ORGANIZATIONAL B	ESIGNATIONS		, ,		10. LOCAT	ION OF OFFICIAL	L.STATION				
		-			'	,					
•											٧.
		, ** · ·		•	1.		<u>.</u>			-	
OP/FI						., DC				<u> </u>	
POSITION TITLE					12. POSITI	ON NUMBER		13 SERVICE DESIGN	IATION		
	,				, .1		•	D.		:. '	i de la companya de l
CLASSIFICATION SC	HEDULE [GS, LO,	etc.)	15. OCCUPAT	TIONAL SERIES	16. GRADE	AND STEP		17. SALARY OR RATI	· .	· ·	
,		•		: .	1						
			<u> </u>		13			<u> </u>			
REMARKS			,			,		1.			,
,			•				>-		· :		- ,1
,	,										
*					,			1		•	
					1 -			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	: '	. ,	· · · · · ·
,					1 -				• *		· · · · · · ·
,				. * .) - · · · · · · · · · · · · · · · · · ·					. , , , ,	
,					1			1		-	· · · · ·
ACTION 20. Emples	21. OFFICE			R EXCLUSIVE 1					27. 541	E OF LEG	
	21. OFFICE		22. STATION	R EXCLUSIVE E		E OFFICE OF		DNNEL 26 DATE OF GRADE MO DA V		E OF LEI	10
		COBINS	22. STATION	23. INTEGREE	24. Hagtes.	25 DATE OF 8	IRTH '	26 DATE OF GRADE		E OF LE	<u> </u>
CODE Codo	NÚMERIC 29. SPECIAL	COBINS ALPHABETIC	22. STATION	23. INTEGREE CODE	24. Hdaftrs. Enca	25 DATE OF 8	181H	26 DATE OF GRADE	33 586	D.C.	<u> </u>
CODE Codo NE CAPIRES	NUNERIC	COSING ALPHARETIC 30 RETIRE 1 - LSC 2 CIA	22. STATION CODE	23. INTEGREE CODE	24. Hdaftrs. Enca	25 DATE OF 8	181H	26 DATE OF GRADE	33 586	54	10
NIE EXPIRES	NÚMERIC 29. SPECIAL REFERENCE	COUNS ALPHABETIC 30 REFIRE 1 - LSC 2 EIA 1 FICA 2 NOVE	22. STATION CODE CODE 2	23. INTEGREE CODE 31. SEPARATION DATA CODE	24. Hägtes. Enda 32. CORRECT TYPE	25 DATE OF & MO DA INTERPRETATION/CANCELLATION	TREE TO THE TREE TREE TO THE TREE TO THE TREE TREE TO THE TREE TREE TREE TREE TREE TREE TREE	26 DATE OF GRADE MO DA. YO EOD DATA	33 SEC 20 REG	URITY NO.	10. 11.
MTE EXPIRES DA. 18 VET. PREFERENCE	29. SPECIAL REFERENCE 34 SERV COMP	CODING ALPHABETIC 30 RETIRE 1 - 150 2 EIG 1 FIGA 2 NORE 37 U	22. STATION CODE MENT DATA CODE 2 DNS COMP DATE	33. INTECREE CODE 31. SEPARATION DATA CODE	24. Hdqtrs. Esca 32. CORRECT TYPE	25 DATE OF 8 NO DA TION/CANCELLATI Nº DA. 19. FEST	INTH YP ION DATA YR I HEALT	26 DATE OF GRADE MO DR. YO EOD DATA IN INSURANCE	33 SEC 20 REG	D.C.	10. 11.
MYE EXPIRES DA. 30 VET. PREFERENCE	NÚMERIC 29. SPECIAL REFERENCE	CODING ALPHABETIC 30 REFIRE 1 - LSC 2 EIG 1 - PICA 2 - NORE	22. STATION CODE CODE 2	31. SEPARATION DATA CODE	24. Hägtes. Enda 32. CORRECT TYPE	25 DATE OF 8 NO DA TION/CANCELLATI Nº DA. 19. FEST	IRTH TOP ION DATA TOP TOP TOP TOP TOP TOP TOP	26 DATE OF GRADE MO DA. YO EOD DATA	33 SEC 20 REG	URITY NO.	10. 11.
	29. SPECIAL REFERENCE 34 SERV COMP	CODINS ALPHABETIC 30 RETIRE 1 - 1-32 2 EIG 1 PICA 2 NORTH 2 NORTH 40	MENT DATA CODE 2 DONG (OMP DATI DA VR	23. INTEGREE CODE 231. SEPARATION DATA CODE E 38 CARGER CA LAN 915.	24. Hdqtrs. Esca 32. CORRECT TYPE	25 DATE GJ & MO DA	IRTH TOP ION DATA TOP TOP TOP TOP TOP TOP TOP	25 DATE OF GRADE MO DA. YI EOD DATA M INSURANCE NEALTH INS. CODE	33 SEC 20 REG	BETTY NO.	10. 11.
NIE EXPIRES DA. 18 VET. PREFERENCE E O. HONE 1. 5 PT 2. 10 PT. PREVIOUS CIVILI E O'. NO PREV	PUNEFIC 29. SPECIAL REFERENCE 30. SERV COMP NO. OA. AN GOVERNMENT	CODINS ALPHABETIC 30 RETIRE 1 - 1-32 2 EIG 1 PICA 2 NORTH 2 NORTH 40	22. STATION CODE MENT DATA CODE 2 DNG COMP DATI	23. INTECREE CODE 31. SEPARATION DATA CODE 13. SEPARATION DATA CODE 14. P. S. PROV 11. M. 14. P. S. PROV 14. M. 15. PROV 14. M. 16. PROV 14. M. 17. PROV 14. M. 18. PROV 14. M. 18. PROV 14. M. 19. PROV 14	24. Hights. Ence 32. CORRECT YYPE TEGORY COLE FEDERAL FA	25 DATE GJ & MO DA	IRTH TP ION DATA VA LI / HEALT AIVER ES	26 DATE OF GRADE MO DR. VI EOD DATA H INSURANCE HAALTH INS CODE 44 STA	33 SEC. aEG. 40 SOCI	BELTY NO.	10. 11.
NEE EXPIRES DA. 18 VET. PREFERENCE C . NONE 1 B PY 2 10 PT. PREVIOUS CIVILIE 1 NO PREVIOUS	PUNERIC 29. SPECIAL REPCRENCE 36. SERV COMP NO. OA. AN GOVERNMENT	ALPMARETICE JO RETIRE 1 - 1-2 2 - 1-4 3 - 1-1 3 - 1-1 4 - 1-1 4 - 1-1 4 - 1-1 4 - 1-1 4 - 1-1 4 - 1-1 4 - 1-1 4 - 1-1 4 - 1-1 4 - 1-1 4 - 1 5 -	MENT DATA CODE 2 DONG (OMP DATI DA VR	23. INFECREE CODE 231. SEPARATION DATA CODE E 38 CARGER CA LAN 615. PROV 1244	24. Hights. Ence 32. CORRECT YYPE TEGORY COLE FEDERAL FA	25 DATE OF 8 MO DA 110N/CANCELLATI MO DA 110N/CANCELLATI MO DA 121. FESS CODE O W 1 TI X DATA	IRTH TP ION DATA VA LI / HEALT AIVER ES	25 DATE OF GRADE MO DA. YI EOD DATA M INSURANCE NAATH INS CODE	33 SEC. aEG. 40 SOCI	URITY NO.	14. SES 14. SES 1117 40
DE Code TE EXPIRES DA. 1R ET. PREFERINCE O ADDRE 1 PP. 2 10 PT. PREVIOUS (1911) O ADDRE 1 ADDRE 1 ADDRE 1 ADDRE 2 ADDRE 2 ADDRE	PUNERIC 29. SPECIAL REPERENCE 30. SERV COMP NO. OA. AN GOVERNMENT INSTRUCE AK IN SERVICE AK IN SERVICE	ALPMARETIC 30 RETIRE 1 - 552 2 CIA 4 PICA 3 NOTE 37 L VY WO SERVICE	22. STATION CODE MENT DATA CODE 2 DNS COMP DATI 42 LEAVE CA CODE	23. INTEGREE CODE 231. SEPARATION DATA CODE 1 38 CARGER CA LAN MIS. DROV 12 MM 17 43 FORM LELCUTED 1 765 2 NO	24. Hagris. Enda 12. CORRECT TYPE TEGORY COSE FEDERAL TA CODE	25 DATE OF 8 MO DA HO DA 110N/CANCELLATI MO DA 129. FEST CODE O. W 1. 11 X DATA NO FARREMP	IRTH TP ION DATA VA LI / HEALT AIVER ES	25 DATE OF GRADE MO DA. YI EOD DATA H INSURANCE MEALTH IAS CODE 44 STA 7-04M EDECUTED 1-175	33 SEC. aEG. 40 SOCI	BELTY NO.	14. SES 14. SES 1117 40
DE Code TE EXPIRES DA. 1R ET. PREFERINCE O - NONE 1 - PT 2 - 10 PT. PREVIOUS CIVILI O - NO PREVIOUS CIVILI O - NO PREVIOUS CIVILI O - NO PREVIOUS CIVILI 2 - RELEASE 2 - RELEASE 3 - RELEASE 3 - RELEASE 4 - RELEASE	RUMERIC 29. SPECIAL REFCRENCE NO. OA. AN GOVERNMENT NIOUS SERVICE NO SERVICE	ALPMARETIC 30 RETIRE 1 - 552 2 CIA 4 PICA 3 NOTE 37 L VY WO SERVICE	22. STATION CODE MENT DATA CODE 2 DNS COMP DATI 42 LEAVE CA CODE	23. INTEGREE CODE 231. SEPARATION DATA CODE E 38 CAREER CA LAN 015. PROV 14MP. 17 43 FORM CALLIFORM	24. Hagris. Enda 12. CORRECT TYPE TEGORY COSE FEDERAL TA CODE	25 DATE OF 8 MO DA HO DA 110N/CANCELLATI MO DA 129. FEST CODE O. W 1. 11 X DATA NO FARREMP	IRTH TP ION DATA VA LI / HEALT AIVER ES	25 DATE OF GRADE MO DA. YI EOD DATA H INSURANCE MEALTH IAS CODE 44 STA 7-04M EDECUTED 1-175	33 SEC. aEG. 40 SOCI	BELTY NO.	14. SES 14. SES 1117 40
ODE Code SEE CAPPRES DA. 18 EF. PREFERENCE O ADDRE 1 D PT. PREVIOUS (1911) O ADDRE 1 D PT. PREVIOUS (1911)	PUNEFIC 29. SPECIAL REFCRENCE NO. OA. AN GOVERNMENT NIOUS SERVICE NO SERVICE	ALPMARETIC 30 RETIRE 1 - 552 2 CIA 4 PICA 3 NOTE 37 L VY WO SERVICE	22. STATION CODE MENT DATA CODE 2 DNS COMP DATI 42 LEAVE CA CODE	23. INTEGREE CODE 231. SEPARATION DATA CODE 1 38 CARGER CA LAN MIS. DROV 12 MM 17 43 FORM LELCUTED 1 765 2 NO	24. Hagris. Enda 12. CORRECT TYPE TEGORY COSE FEDERAL TA CODE	25 DATE OF 8 MO DA HO DA 110N/CANCELLATI MO DA 129. FEST CODE O. W 1. 11 X DATA NO FARREMP	IRTH TP ION DATA VA LI / HEALT AIVER ES	25 DATE OF GRADE MO DA. YI EOD DATA H INSURANCE MEALTH IAS CODE 44 STA 7-04M EDECUTED 1-175	33 SEC. aEG. 40 SOCI	BELTY NO.	14. SES 14. SES 1117 40
NEE EXPERES OA. 18 FET. PREFERENCE O . NO.E 1 D. PT. PREVIOUS CIVILI O . NO PREVIOUS CIVILI O .	PUNEFIC 29. SPECIAL REFCRENCE NO. OA. AN GOVERNMENT NIOUS SERVICE NO SERVICE	ALPMARETIC 30 RETIRE 1 - 552 2 CIA 4 PICA 3 NOTE 37 L VY WO SERVICE	22. STATION CODE MENT DATA CODE 2 DNS COMP DATI 42 LEAVE CA CODE	23. INTEGREE CODE 231. SEPARATION DATA CODE 1 38 CARGER CA LAN MIS. DROV 12 MM 17 43 FORM LELCUTED 1 765 2 NO	24. Hagris. Enda 12. CORRECT TYPE TEGORY COSE FEDERAL TA CODE	25 DATE OF 8 MO DA HO DA 110N/CANCELLATI MO DA 129. FEST CODE O. W 1. 11 X DATA NO FARREMP	IRTH TP ION DATA VA LI / HEALT AIVER ES	25 DATE OF GRADE MO DA. YI EOD DATA H INSURANCE MEALTH IAS CODE 44 STA 7-04M EDECUTED 1-175	33 SEC. aEG. 40 SOCI	BELTY NO.	14. SES 14. SES 1117 40
NIE EXPIRES DA. 18 VET. PREFERINCE O. NO.R 1 DPT 2.10 PT. PREVIOUS CIVILI I. NO PREVIOUS CIVILI	PUNEFIC 29. SPECIAL REFCRENCE NO. OA. AN GOVERNMENT NIOUS SERVICE NO SERVICE	ALPMARETIC 30 RETIRE 1 - 552 2 CIA 4 PICA 3 NOTE 37 L VY WO SERVICE	22. STATION CODE MENT DATA CODE 2 DNS COMP DATI 42 LEAVE CA CODE	23. INTEGREE CODE 231. SEPARATION DATA CODE 1 38 CARGER CA LAN MIS. DROV 12 MM 17 43 FORM LELCUTED 1 765 2 NO	24. Hagris. Enda 12. CORRECT TYPE TEGORY COSE FEDERAL TA CODE	25 DATE OF 8 MO DA HO DA 110N/CANCELLATI MO DA 129. FEST CODE O. W 1. 11 X DATA NO FARREMP	IRTH TP ION DATA VA LI / HEALT AIVER ES	25 DATE OF GRADE MO DA. YI EOD DATA H INSURANCE MEALTH IAS CODE 44 STA 7-04M EDECUTED 1-175	33 SEC. aEG. 40 SOCI	BELTY NO.	14. SES 14. SES 1117 40
NEE EXPIRES DA. 18 VET. PREFERENCE E O. NONE 1. 3P PT 2. 10 PT. PREVIOUS CIVIL! E O. NO PREE 1. 3D BREE 2. BRIAK!	PUNEFIC 29. SPECIAL REFCRENCE NO. OA. AN GOVERNMENT NIOUS SERVICE NO SERVICE	ALPMARETICE JO RETIRE 1 - 152 2 - 16 1 - 172 2 - 16 1 - 172 Ve UO SERVICE	22. STATION CODE MENT DATA CODE 2 DNS COMP DATI 42 LEAVE CA CODE	23. INTEGREE CODE 231. SEPARATION DATA CODE 1 38 CARGER CA LAN MIS. DROV 12 MM 17 43 FORM LELCUTED 1 765 2 NO	24. Hagris. Enda 12. CORRECT TYPE TEGORY COSE FEDERAL TA CODE	25 DATE OF 8 MO DA HO DA 110N/CANCELLATI MO DA 129. FEST CODE O. W 1. 11 X DATA NO FARREMP	IRTH TP ION DATA VA LI / HEALT AIVER ES	25 DATE OF GRADE MO DA. YI EOD DATA H INSURANCE MEALTH IAS CODE 44 STA 7-04M EDECUTED 1-175	33 SEC. aEG. 40 SOCI	BELTY NO.	14. SES 14. SES 1117 40
NIE EXPIRES DA. 18 VET. PREFERINCE O. NO.R 1 DPT 2.10 PT. PREVIOUS CIVILI O. NO PREVIOUS CIVILI 1. NO DREE 2. BASAN	PUNEFIC 29. SPECIAL REFCRENCE NO. OA. AN GOVERNMENT NIOUS SERVICE NO SERVICE	ALPMARETICE JO RETIRE 1 - 152 2 - 16 1 - 172 2 - 16 1 - 172 Ve UO SERVICE	22. STATION CODE MENT DATA CODE 2 DNS COMP DATI 42 LEAVE CA CODE	23. INTEGREE CODE 231. SEPARATION DATA CODE 1 38 CARGER CA LAN MIS. DROV 12 MM 17 43 FORM LELCUTED 1 765 2 NO	24. Hagris. Enda 12. CORRECT TYPE TEGORY COSE FEDERAL TA CODE	25 DATE OF 8 MO DA HO DA 110N/CANCELLATI MO DA 129. FEST CODE O. W 1. 11 X DATA NO FARREMP	IRTH TP ION DATA VA LI / HEALT AIVER ES	25 DATE OF GRADE MO DA. YI EOD DATA H INSURANCE MEALTH IAS CODE 44 STA 7-04M EDECUTED 1-175	33 SEC. aEG. 40 SOCI	BELTY NO.	14. SES 14. SES 1117 40

ال 2 - 11	N 67		ECRET		
OCE		NOTIFICATION OF	PERSONNEL ACTION	N	
1: SERIAL HUMBER	HIGKS CALVIA	ı.W			
S. NATURE OF PERSONA	EL ACTION		4 EFFECTIVE BATE 5 CATEGORIO DAL VAL	REGULAR	
REASSIGNM	W 10 W	V. 10 CF	7. Financial Analysis No. Charginal		UTHORITY
. FUNDS	X CF TÓ V	CF TO .CF	7223 0007 0000		างป
ORGANIZATIONAL BES	.*		18. LOCATION: OF OFFICIAL STATIO		
NTELLIGE	NCE GROUP		WASH. D.C.		
POSITION TITLE	VCE WATCH		12 POSITION NUMBER	13. SERVICE DESISANTION	
	WATCH OFFICE	R	1032	D	
CLASSIFICATION SCH		15. OCCUPATIONAL SERIES.	14. GPADE AND STEP	17. SALARY OR BATE	
REMARKS	GS	0132.07	13 5	14665	
	• , ,				
ACTION 20 Empley.	SPACE 21. OFFICE CODING	BELOW FOR EXCLUSIVE U	SE OF THE OFFICE OF PERSON 124. Hagers, 1 25. DATE OF BIRTH		DATE OF LEI
CODE Code	NUMERIC ALPHABETIC	CODE CODE	Code NO DA. TR		10. D4 VR
P - 10 HTE EXPIRES	REFERENCE 1 - CSC	ENT DATA 31 SEPARATION DATA CODE	1 11 OS 124 32 CORRECTION/CANCELLATION DATA TIPE TO, DA. YR	EOD DATA	SECURITY 34. SEX REO NO.
		IG, COMP. BATE 38 CAREER CAT			SOCIAL SECURITY NO
0 . NONE 1 . 3 PT 2 . 10 PT	NO DA VA MO	BA "AR FEAT AEAT	CODE O MAIVER	MESTIN INST COSE	
0 - NO PREVIO 1 - NO BREAK 2 - BREAK IN	COVERNMENT SERVICE LS SERVICE LS SERVICE LS SERVICE SERVICE (LESS THAS 3 VRS) SERVICE (MORE THAN 3 VRS)	42. 1EAVE CAT 43. CODE FIRM ENICUTED 1 - NES 2 - NO	CODE NO TAX ELEMPTIONS	44. STATE TAI FORM ENECLIES CO 9 - YES 2 - NO	
		SIGNATURE OR OTHE	R AUTHENTICATION .		
OM: WH .				10/20	TED USET
RN 1150 :	Use Previous Edition	SEC	RET PLW	freeze to somethe	1

	<u> 77 ∧27 /6</u> 1	7			. 1	4.4			·
			NOTIFIC	CATION OF	PERSONN	EL ACTIO	Ň		
275	and the second		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		LIBOIN	DE ACIO			· i .
. SERIAL MUM	BER 2 NAME	(LAST FIRST-MIDDL	()		3 1 3 2 3	, , ,		**********	, -
-58364	нісі	KS CALVI	NW		12 182 19 13 11 11				
	PERSONNEL ACTION				4 EFFECTIVE B	ATE IS CATE	SORY OF EMPLOYMENT		
, , , .	and the second				780 = 0A	¥Ø.		'.'	
EASSI	GNMENT				04 23	67	REGULAR	<u> </u>	
FUND		Y 10 Y		V-10- CF	7. Financial Ra	alytic No. Chargeol			
		CF 10 V	7 1	CF TO CF:	7235 _ເ ດຍ	520 0000	ก 50 บริด	403 J.	-, , ,
ORGANIZATIO	MAL DESIGNATIONS				10. LOCATION OF	OFFICIAL STATIC	IN .		7 7
•							•	•	
5 A 4 1	, ,				1.	**			
CP/WH		•				- ,		٠	*
RANCH	IA SECTI	ON ·		4 .	WASH.	D.Č. "			
POSITION TO		Old .			12. POSITION NU		13. SERVICE DESIGNA	108	
	. 2	•		,		. '	in service actions.		
	OPS	OFF ICER			1353	•	D	· .	
CLASSIFICAT	ION SCHEDULE (65,			FIONAL SERIES"	18 GRADE AND	ilet .	IF. SALARY OR RATE		
		•	1 1.0		1.	•			
7	GS	· · · · ·	0136.	.01	13 4	·	14217	·	:
REMARKS				, , ,				,	
		1		•					
		• '							
					· · · · · ·	•		,	-
		· .			* .			-	
					•	. :			*
						,			
	-	SPAC	E BLLOW FO	R EXCLUSIVE U	SE OF THE OF	FICE OF PERS	SONNEL		
ECTION 20 E		ICE CODING		23. INTEGREE "		MIRIO PO STATE	26. BATE OF GRADE	27 BATE OF LES	
(09)	ode numenii	C ALPHABETH	CODE	CODE	Code NO	DA YA	40. DA. YE	NO OA	YR
110	51400		75013	1.	is les		1 1		
	29 SPECIAL				1 11	108124	11_1_	1.1	
			EMENT DATA	- BATA FORE	32 CORRECTION/C		4		3,4 SEX
24	TR REFEREN	NE I . esc a cin	CODE	- BATA FORE			EOD DATA	33. SECURITY REQ NO.	34 SEX
XX X	TR REFEREN	HEE I . CSC B CIR B . FICA S MORE	CODE	DATA CODE	32 CORRECTION/C	ANCELLATION.DAT	EOD DATA	REQ NO.	
IXX X Et. Preferi	TR REFEREN	NCE CSC CIR S FICA S PORE SF I		DATA CODE 38. CAREER CAT	32 CORRECTION/C	ANCELLATION DAT DA 14 FEGLI / HEA	EOD DATA		
XX X ET. PREFERI	REFEREN	NCE CSC CIR S FICA S PORE SF I	CODE	E 39. CAREER CAT	32 CORRECTION/C	ANCELLATION DAT DA 14 FEGLI / MEA	EOD DATA	REQ NO.	
XX X ET. PREFERI	REFERENCE SERV. CONTROL NO. DA	MSE 1 . CSC 2 C16 3 . FICA 5 . FICA 5 . FICA 5 . FICA 5 . FICA 5 . FICA 8 . FICA 9 .	CODE	DATA CODE E 33. CAREER CAT CAR HE TO PRINT LEWY	32 (GREETION/C 7776 WG 1EGORY 39. CODE CODE	ANCELLATION DAT DA YP FEGLI / MER 0 - WAIJER 1 - YES	EOD DATA LETH INSURANCE HEALTH INS. CODE	REQ NO.	
ET. PREFERI	REFERENCE SERV. CONDUCTOR NO DATE O PT CIVILIAN GOVERNME	NCE 1 CSC 2 CTA 3 - 91CA 3 - 91CA 3 P TCA 3	CODE	DATA CODE E 33. CAREER CAT CAR HE TO PRINT LEWY	32 CORRECTION/C TYPE MG TEGORY 39. CODE CODE FEDERAL TAX DATA	ANCELLATION DAT DA YP FEGLI / MER 0 - WAIJER 1 - YES	EOD DATA LETH INSURANCE HEALTH INS. CODE	REG NO. 40 SOCIAL SECUR	134 MQ
PREVIOUS	TR REFERENCE KX ENCE 36 SERY. (I NONE NO DA S PT CIVILIAN GOVERNM O PREME IN SERVICE O BREAK IN SERVICE	NCE 1 . CSC 2 CIA	LONG COMP. BATE DA YR 42 LEAVE CA CODE	DATA CODE Salabee Care	32 CORRECTION/C TYPE MG TEGORY 39. CODE CODE FEDERAL TAX DATA	AMCELLATION.DAT DA FA FEGLI / MEA O WAIGER 1 - YES	EOD DATA LEIN INSURANCE MEALTH INS CODE 46 . STATE FORM EXECUTED 1. 755	REQ NO.	134 MQ
PREVIOUS	TR REFERENCE AX ENCE 36 SERY. CO SOPT CIVILIAN GOVERNME O PREVIOUS SERVICE TRESPONDENCE TRESP	NCE 1 - CSC 2 C10 P.	LONG COMP. DATE DA YA 42 LEAVE CA CODE	DATA CODE SAL CAPEER CAT CAR HENO PRINT PRINT T 43 FORM EXECUTED	32 CORRECTION/C TYPE MG TEGORY 39. CODE CODE FEDERAL TAX DATA	AMCELLATION.DAT DA FA FEGLI / MEA O WAIGER 1 - YES	EOD DATA LIM INSURANCE MEALTH INS CODE 44 STATE FORM EXECUTED	48 SOCIAL SECUR TAX DATA	134 MQ
PREVIOUS	TR REFERENCE ENCE 36 SERV. CO NONE MO DA DPT CIVILIAN GOVERNMI O PREVIOUS SERVICE DE BREAK IN SERVICE TRANS SERVICE D	NCE 1 - CSC 2 C10 P.	DA YR 42 LEAVE CA CODE	DATA CODE 33. CAREER CAT CAR 41 PRINT FOR EXECUTED 17 43 FOR EXECUTED 1 729 2 NO	32 CORRECTION/C TYPE MO REGORY 39. CODE COSE FEDERAL TAX GAT: COSE, NO	SEGLI / HEA O - WAISER S - YES A LEÉNPSIONS	EOD DATA LEIN INSURANCE MEALTH INS CODE 46 . STATE FORM EXECUTED 1. 755	48 SOCIAL SECUR TAX DATA	13Y MQ
PREVIOUS	TR REFERENCE ENCE 36 SERV. CO NONE MO DA DPT CIVILIAN GOVERNMI O PREVIOUS SERVICE DE BREAK IN SERVICE TRANS SERVICE D	NCE 1 - CSC 2 C10 P.	DA YR 42 LEAVE CA CODE	DATA CODE Salabee Care	32 CORRECTION/C TYPE MO REGORY 39. CODE COSE FEDERAL TAX GAT: COSE, NO	SEGLI / HEA O - WAISER S - YES A LEÉNPSIONS	EOD DATA LEIN INSURANCE MEALTH INS CODE 46 . STATE FORM EXECUTED 1. 755	48 SOCIAL SECUR TAX DATA	134 MQ
PREVIOUS	TR REFERENCE ENCE 36 SERV. CO NONE MO DA DPT CIVILIAN GOVERNMI O PREVIOUS SERVICE DE BREAK IN SERVICE TRANS SERVICE D	NCE 1 - CSC 2 C10 P.	DA YR 42 LEAVE CA CODE	DATA CODE 33. CAREER CAT CAR 41 PRINT FOR EXECUTED 17 43 FOR EXECUTED 1 729 2 NO	32 CORRECTION/C TYPE MO REGORY 39. CODE COSE FEDERAL TAX GAT: COSE, NO	SEGLI / HEA O - WAISER S - YES A LEÉNPSIONS	EOD DATA ILIM INSURANCE MEALTH INS CODE 48 STATE FORM EXECUTED 1. TES 2. NO	TAX DATA CODE NO TAX SECUR	134 MQ
PREVIOUS	TR REFERENCE ENCE 36 SERV. CO NONE MO DA DPT CIVILIAN GOVERNMI O PREVIOUS SERVICE DE BREAK IN SERVICE TRANS SERVICE D	NCE 1 - CSC 2 C10 P.	DA YR 42 LEAVE CA CODE	DATA CODE 33. CAREER CAT CAR 41 PRINT FOR EXECUTED 17 43 FOR EXECUTED 1 729 2 NO	32 CORRECTION/C TYPE MO REGORY 39. CODE COSE FEDERAL TAX GAT: COSE, NO	SEGLI / HEA O - WAISER S - YES A LEÉNPSIONS	EOD DATA LEIN INSURANCE MEALTH INS CODE 46 . STATE FORM EXECUTED 1. 755	TAX DATA CODE NO TAX SECUR	134 MQ
PREVIOUS	TR REFERENCE ENCE 36 SERV. CO NONE MO DA DPT CIVILIAN GOVERNMI O PREVIOUS SERVICE DE BREAK IN SERVICE TRANS SERVICE D	NCE 1 - CSC 2 C10 P.	DA YR 42 LEAVE CA CODE	DATA CODE 33. CAREER CAT CAR 41 PRINT FOR EXECUTED 17 43 FOR EXECUTED 1 729 2 NO	32 CORRECTION/C TYPE MO REGORY 39. CODE COSE FEDERAL TAX GAT: COSE, NO	SEGLI / HEA O - WAISER S - YES A LEÉNPSIONS	EOD DATA ILIM INSURANCE MEALTH INS CODE 48 STATE FORM EXECUTED 1. TES 2. NO	TAX DATA CODE NO TAX SECUR	134 MQ
PREVIOUS	TR REFERENCE ENCE 36 SERV. CO NONE MO DA DPT CIVILIAN GOVERNMI O PREVIOUS SERVICE DE BREAK IN SERVICE TRANS SERVICE D	NCE 1 - CSC 2 C10 P.	DA YR 42 LEAVE CA CODE	DATA CODE 33. CAREER CAT CAR 41 PRINT FOR EXECUTED 17 43 FOR EXECUTED 1 729 2 NO	32 CORRECTION/C TYPE MO REGORY 39. CODE COSE FEDERAL TAX GAT: COSE, NO	SEGLI / HEA O - WAISER S - YES A LEÉNPSIONS	EOD DATA ILIM INSURANCE MEALTH INS CODE 44 STATE FORM EXECUTED 1. TES 2. NO	TAX DATA CODE NO TAX SECUR	134 MQ
PREVIOUS	TR REFERENCE ENCE 36 SERV. CO NONE MO DA DPT CIVILIAN GOVERNMI O PREVIOUS SERVICE DE BREAK IN SERVICE TRANS SERVICE D	NCE 1 - CSC 2 C10 P.	DA YR 42 LEAVE CA CODE	DATA CODE 33. CAREER CAT CAR 41 PRINT FOR EXECUTED 17 43 FOR EXECUTED 1 729 2 NO	32 CORRECTION/C TYPE MO REGORY 39. CODE COSE FEDERAL TAX GAT: COSE, NO	SEGLI / HEA O - WAISER S - YES A LEÉNPSIONS	EOD DATA ILIM INSURANCE MEALTH INS CODE 44 STATE FORM EXECUTED 1. TES 2. NO	TAX DATA CODE NO TAX SECUR	13Y MQ
PREVIOUS	TR REFERENCE ENCE 36 SERV. CO NONE MO DA DPT CIVILIAN GOVERNMI O PREVIOUS SERVICE DE BREAK IN SERVICE TRANS SERVICE D	NCE 1 - CSC 2 C10 P.	DA YR 42 LEAVE CA CODE	DATA CODE 33. CAREER CAT CAR 41 PRINT FOR EXECUTED 17 43 FOR EXECUTED 1 729 2 NO	32 CORRECTION/C TYPE MO REGORY 39. CODE COSE FEDERAL TAX GAT: COSE, NO	SEGLI / HEA O - WAISER S - YES A LEÉNPSIONS	EOD DATA ILIM INSURANCE MEALTH INS CODE 44 STATE FORM EXECUTED 1. TES 2. NO	TAX DATA CODE NO TAX SECUR	134 MQ
PREVIOUS	TR REFERENCE SO SERV. CO. SAME MO. DAS SERV. CO. DAS SERV. CO. DAS SERVICE IN SERVICE IN SERVICE IN	NCE 1 - CSC 2 C10 P.	DA YR 42 LEAVE CA CODE	DATA CODE 33. CAREER CAT CAR 41	32 CORRECTION/C TYPE MO REGORY 39. CODE COSE FEDERAL TAX GAT: COSE, NO	SEGLI / HEA O - WAISER S - YES A LEÉNPSIONS	EOD DATA ILIM INSURANCE MEALTH INS CODE 44 STATE FORM EXECUTED 1. TES 2. NO	TAK DATA CODE NO TAK S EXLMP	134 MQ

nce	ا روم الله واي ال		NOTIFIC	ATION OF	PERSC	ONNEL A	CTION			×
. SERIAL NUMBER	2: HAME (LAS	T'FIRST MIDDLE)			: [* 1, *		`.'.	,	/	
೧ 56361	ніскя	CALVI	1 W							- 5)
. NATURE OF PERSO	HREL ACTION	1.1.1				DA YR.	S. CATEGO	er of employment	3	1,17
REASSIGN	MENT	***			09	15 66	· ` ·	REGULAR		
. FUNDS	X. V	10 Y 🕹	i	10 CF	7. COST C	ENTER NO. CHAR	SEABLE	B. CSC OR OTHER LEG	L AUTHORITY	,
PUNDS	a a	10 V		F TO CF	7235	0620	იიიი	50 USC	สบ3 ว่	
. ORGANIZATIONAL I	PESIGNATIONS			, ,	19. LOCAT	ION OF OFFICIAL	STATION			
DDP/WH		,		•			, ,	•••		-
BRANCH 3 COLOMBIA		N .		· .	WASH	., o.c.				
1. POSITION TIPLE					· i · · · · · · · · · · · · · · · · · ·	ON NUMBER	- : .	13. SERVICE DESIGNAT	ION .	
	OPS O	FFICER	, ·	· · · · · · · · · · · · · · · · · · ·	1359		: ::-	D		`
4. CLASSIFICATION S	CHEBULE (65, 18,	etc.)	15. OCCUPAT	ONAL SERIES	14. GRADE	AND STEP	•	17. SALARY OR BATE		
	GS :		0136.	OI .	13 4	,	-	14217		•
8. REMARKS	· · · ·	·	* - * - *	· · · · · · · · · · · · · · · · · · ·	.					
• .		•				• • •	·	•		
	•	,	٠.,	,		• • • • • • • • • • • • • • • • • • • •	٠,		•	
	-	• •								
		SPACE	BELOW FOR	EXCLUSIVE U	SE OF TH	E OFFICE O	F PERSO	ONNEL.		
. ACTION 20. Employ	21. OFFICE		22. STATION	23 INTEGREE	24 Mdqfrs	25 DATE OF B		26 BATE OF STADE	27. DATE OF LE	Ja ;
37 In	51400	WH ALLIC	75013	CODE	Code	11 108	124	HO, Es YR	NO BA	19
I. NTE EXPIRES	20 SPECIAL REFERENCE		ENT BATA	31 SEPARATION BATA CODE	32 CORRECT	TION, CANCELLAT	ION DATA		33 SECURITY REQ NO	34. SEX
9 14 168	84	1 - CSC 3 - FICH 5 - NONE	CODE		7171	#0 or		EOD DATA		
VET. PREFERENCE	34. SERV. COMP		G COMP. DATE	38 CAREER CA				N INSURANCE	40 ŞOCIAL SECL	RITY NO
DE G. NONE 1 - S PT E - 10 PT	40 DA	, ** **	DA YR	Cra, dere	CODE	CODE 6 . W	ES .	HEALTH INS CODE		
PREVIOUS 601	ERMENT SERVICE	BATA	42. LEAVE CAT	1	FEDERAL TA				TAX DATA	
1 - NO BRE 2 BREAK	VIOUS SERVICE AR IN SERVICE IN SERVICE ILESS		380)	FORM EVECUTED 1 - YES 0 - NO	CODE .	NO TAX EREMI	11048	FORM EXECUTED 1 - TES 2 - NO	CODE NO TAY	STATE CODE
3 - BAERK	14 SERVICE (WORL	THAN 3 NEST	61011	TIAS DE C	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	N 4011 A				
		 	SIGNA	TURE OF OTH	H AUTHE	NACATION				
,	•	•	•		: :			*****		; 1
		•			r.	•	i i	POSTE	D	. :
1	•. •			·	\$3.1.5		- # # 2.	60		

Use Previous Edition

10 ALIC

	•-	٠.		_	_
			٠		

	. "										
OCF			NOTIFIC	ATION OF	PERSO	ONNEI	. ĄCTI	ON			
I. SERIAL NUMBER	2. HAME (LAST FIR	ST-M100LE)					·.				
ი56361	HICKS C	ALVIN	W					1.3			
NATURE OF PERSON	MEL ACTION (*)		``,' . .		4 - EFFEC	TIVE DATE	<u> </u>	ATEGOS	IV OF EMPLOYMENT	·	
REASSIGN	MENT		ξ.		07		6	٠,,	REGULAR	}	
	V 10	```	1	10 CF			CHARGEAL	PLE	O CSC OR OTHER LEG	LE AUTHORITY	7.7
FUNDS	CF - TO	V .	 	F TO CF	7235	. 062	00	ດດີ	50 USC	403 J	
ORGANIZATIONAL D	ESIGNATIONS		!!		1.72		FFICIAL STA			,, :	<u>e.</u>
•		· . ·	·							,	
DP/WH		•	٠		1:.			٠,			
RANCH 3		,	•				٠		. · · · · · · · · · · · · · · · · · · ·		+***
IMA SECT	<u> ION</u>				WASH				<u> </u>		-
POSITION, TITLE		· • .			12. POSIT	ION NUMB		Ì	13. SERVICE DESIGNAT	108	;
•	OPS OFF	ICER	•		1392	-	٠.	,	D		
CLASSIFICATION SC	HEDULE (65, LD, atc.)		15 OCCUPATI	ONAL SERIES	16. GRADI	AND STE	·		IF. SALARY OR RATE	:	·
:	GS		0136.	OI .	13 4				14217		
REMARKS '			· 	``·	···		·.				
		, `	•, ;		· .					:	, '
;	- ,			•					· - ·	. :	1
								•		•	
•					1,	*	• :	٠			
		•	•		,			٧.			
 		SPACE B	ELOW FOR	EXCLUSIVE U	SE OF TH	E OFFI	CE OF PE	ERSOI	NNEL		
ACTION 20. Employ			22. STATION CODE	23. INTEGREE CODE	24. Hdgtrs.		E OF BIRTH		76 DATE OF GRADE	27 DATE OF L	·
CODE i Code	NUMERIC AL	PHABETIC	75013		1	11	08.12	14	HO 64. 14	MO DA	. '*
1	1 .			: 1				- 1	<u> </u>		
CODE Code 7. 10 HTE EXPIRES	51400 W	RETIREME	NT DATA		32. CORREC	TION/CANO	ELLATION 6	DATA	N	33. SECURITY	14. SEX
7. IO	51400 W	RETIREME CSC FICA	NT DATA	DATE (000	J2. CORRECTIVE	TION/CANC		DATA	EOD DATA	33. SECURITY REQ MO.	34. SEX
7. IO	51400 W	RETIREME CSC FICA NONE	CODE	DATA CODE	TYPE	W0	0A. 1	•	/	REQ NO.	
7. IO HTE EXPIRES DA VB.	51400 W	RETIREMENT OF THE PICA MONE		DATA CODE	TYPE		0A. 1	HEALTH	EOD DATA HISUBANCE		
7. IO HTE EXPIRES DA VR.	51400 W 29. SPECIAL REFERENCE 30 1 34. SERV. COMP. DATE	RETIREMENT OF THE PICA MONE	COOK	DATA CODE	TYPE	1 35	FEGL1 / 1	HEALTH	I INSURANCE	REQ NO.	
7. IO HTE EXPIRES DA VE. VET. PREFERENCE O NORR O NORR O NORR TO PT PREVIOUS GOV	51400 W 29. SPECIAL 30 REFERENCE 1 3	RETIREME CSC FICA NONE E 37 LONG	CODE COMP. DATE DA. YR. 1 42. LEAVE CAT	JB. CAREER CAT	TYPE FEGORY. CODE FEDERAL TA	37 CODE	FEGLE / I	HEALTH	I INSURANCE HEALTH IAS CODE	REQ NO. 40 SOCIAL SEC	URITY NG
7. IO MIE EAPIRES DA VR. JET. PREFERENCE O NONE O NO PREVIOUS GOV O NO PREVIOUS GOV	51400 W 29. SPECIAL REFERENCE 1.3. SERV. COMP. DATE 1.0. DA 12 ERMMENT SERVICE DATE VIOUS SERVICE AR IN SERVICE	RETIREMEI COC COC FICA MONE E 17 LONG	i. COMP. DATE	JR. CAREER CAT CAR GESV PHOV TEMP 43. FORM EXECUTED 1 TES	TYPE FEGORY. CODE FEDERAL TA	37 CODE	FEGLE / I	HEALTH	I INSURANCE HEALTH INS CODE M. STATE ORN ESECUTEO 1 TES	REQ MO.	URITY NG
7. IO ITE EXPIRES DA VE.	51400 W 29. SPECIAL 30 REFERENCE 3 34. SERV. COMP. DATE NO. DA 78 ERNMENT SERVICE DATE	RETHREMEI CSC FICA HONE E 37 LONG HO A	CODE COMP. DATE DA. YR. 1 42. LEAVE CAT	JB. CAREER CAT CAR GESV PHOV TEMP 43.	TYPE FEGORY. CODE FEDERAL TA	37 CODE	FEGLE / I	HEALTH	A STATE	AD SOCIAL SEC	URITY NG
7. IO ITE EXPIRES DA VE.	51400 W 29. SPECIAL 30 REFERENCE 1 3. SERV. COMP. DATI WO. DA 19 PONDER SERVICE DATI WOUS SERVICE ARE IN SERVICE ILES THAN	RETHREMEI CSC FICA HONE E 37 LONG HO A	GODE GOMP. DATE DA. VR. 1 42. LEAVE (AT CODE	JR. CAREER CAT CAR GESV PHOV TEMP 43. FORM EXECUTED 1 TES	EGORY. CODE FEDERAL TA	NO TAR	FEGLE / PO WAINE 1 - YES	HEALTH	I INSURANCE HEALTH INS CODE M. STATE ORN ESECUTEO 1 TES	40 SOCIAL SEC	URITY NG
7 IO NIE EXPIRES DA VR.	51400 W 29. SPECIAL 30 REFERENCE 1 3. SERV. COMP. DATI WO. DA 19 PONDER SERVICE DATI WOUS SERVICE ARE IN SERVICE ILES THAN	RETHREMEI CSC FICA HONE E 37 LONG HO A	GODE GOMP. DATE DA. VR. 1 42. LEAVE (AT CODE	JB. CAREER CAT CAR PLSV PHOV TEMP 43. FORM EXECUTED 1 TES 2 NO	EGORY. CODE FEDERAL TA	NO TAR	FEGLE / PO WAINE 1 - YES	HEALTH	I INSURANCE HEALTH INS CODE M. STATE ORN ESECUTEO 1 TES	40 SOCIAL SEC	URITY NG
7. IO MIE EXPIRES DA VE. DA VE. PREFERENCE O NORE 1 O NO PRE 1 O NO PRE 1 O NO PRE 2 O NO PRE 2 O NO PRE 3 O NO PRE 3 O NO PRE 4 O NO PRE 5 O NO PRE 6 O NO PRE 7 O NO PRE	51400 W 29. SPECIAL 30 REFERENCE 1 3. SERV. COMP. DATI WO. DA 19 PONDER SERVICE DATI WOUS SERVICE ARE IN SERVICE ILES THAN	RETHREMEI CSC FICA HONE E 37 LONG HO A	GODE GOMP. DATE DA. VR. 1 42. LEAVE (AT CODE	JB. CAREER CAT CAR PLSV PHOV TEMP 43. FORM EXECUTED 1 TES 2 NO	EGORY. CODE FEDERAL TA	NO TAR	FEGLE / PO WAINE 1 - YES	HEALTH	I INSURANCE HEALTH INS CODE M. STATE ORN ESECUTEO 1 TES	40 SOCIAL SEC	URITY NG
7. IO MIE EXPIRES DA VE. DA VE. PREFERENCE O NORE 1 O NO PRE 1 O NO PRE 1 O NO PRE 2 O NO PRE 2 O NO PRE 3 O NO PRE 3 O NO PRE 4 O NO PRE 5 O NO PRE 6 O NO PRE 7 O NO PRE	51400 W 29. SPECIAL 30 REFERENCE 1 3. SERV. COMP. DATI WO. DA 19 PONDER SERVICE DATI WOUS SERVICE ARE IN SERVICE ILES THAN	RETHREMEI CSC FICA HONE E 37 LONG HO A	GODE GOMP. DATE DA. VR. 1 42. LEAVE (AT CODE	JB. CAREER CAT CAR PLSV PHOV TEMP 43. FORM EXECUTED 1 TES 2 NO	EGORY. CODE FEDERAL TA	NO TAR	FEGLE / PO WAINE 1 - YES	HEALTH	I INSURANCE HEALTH INS CODE M. STATE ORN ESECUTEO 1 TES	40 SOCIAL SEC	URITY NG
7. IO MIE EXPIRES DA VE. DA VE. PREFERENCE O NORE 1 O NO PRE 1 O NO PRE 1 O NO PRE 2 O NO PRE 2 O NO PRE 3 O NO PRE 3 O NO PRE 4 O NO PRE 5 O NO PRE 6 O NO PRE 7 O NO PRE	51400 W 29. SPECIAL 30 REFERENCE 1 3. SERV. COMP. DATI WO. DA 19 PONDER SERVICE DATI WOUS SERVICE ARE IN SERVICE ILES THAN	RETHREMEI CSC FICA HONE E 37 LONG HO A	GODE GOMP. DATE DA. VR. 1 42. LEAVE (AT CODE	JB. CAREER CAT CAR PLSV PHOV TEMP 43. FORM EXECUTED 1 TES 2 NO	EGORY. CODE FEDERAL TA	NO TAR	FEGLE / PO WAINE 1 - YES	HEALTH	I INSURANCE HEALTH INS CODE M. STATE ORN ESECUTEO 1 TES	40 SOCIAL SEC	URITY NG
7. IO MIE EXPIRES DA VE. DA VE. PREFERENCE O NORE 1 O NO PRE 1 O NO PRE 1 O NO PRE 2 O NO PRE 2 O NO PRE 3 O NO PRE 3 O NO PRE 4 O NO PRE 5 O NO PRE 6 O NO PRE 7 O NO PRE	51400 W 29. SPECIAL 30 REFERENCE 1 3. SERV. COMP. DATI WO. DA 19 PONDER SERVICE DATI WOUS SERVICE ARE IN SERVICE ILES THAN	RETIREMENT OF THE PROPERTY OF	GODE GOMP. DATE DA. VR. 1 42. LEAVE (AT CODE	JB. CAREER CAT CAR PLSV PHOV TEMP 43. FORM EXECUTED 1 TES 2 NO	EGORY. CODE FEDERAL TA CODE	NO TAR	FEGLI/I O MAIYE 1 YES EXEMPTION	HEALTH	I INSURANCE HEALTH INS CODE M. STATE ORN ESECUTEO 1 TES	TAX DATA CODE NO TAX EXEMP	URITY NG

MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DOT AS PROVIDED IN THE CTA ACT OF 1949... AS AMENCED, AND A-DOI DIRECTIVE DATED & COTOMER 1982.

EFFECTIVE DATE OF PAY AUJUSTMENTS 3 JULY 1986

". SERIAL ORGN. FUNUS GR-STEP

ncf		NOTIFICATION O	F PERSONNEL ACTIO	N	
SERIAL RUMBER	2. NAME (LAST-FIRST-MIDDLE)		<u> </u>		
n56361	HICKS CALVII	N. W	11		1. 1.
MATURE OF PERSONA	EL ACTION		4. EFFECTIVE DATE . S CATE	CORA OL EMLTOAMENT	
REASS I GNM	ENT		ก9 21 65	REGULAR	
PUNDS D	X 7 10 V	W 10 CF	7. COST CENTED NO. CHARGEABLE		
	(# 19 ¥	CF 10 CF ,	6235 0623 000	ก 50 บระ	1U3.1
130 JAKOITASIRA780	signations '		IP. LOCATION OF OFFICIAL STATE	M -	
DOP/WH	ELOPMENT COMP	PLEMENT	WASH., D.C.		
. POSITION TITLE			12. POSITION NUMBER	113 SERVICE DESIGNATIO	12
	OPS OFFICER		9997	D	
. CLASSIF: CATION SCH	EDULE (GS, LB, otc.)	15. OCCUPATIONAL SERIES	14 GRADE AND STEP	- 17. SALARY OF RATE	
	GS	0136.01	13 4	13335	
DA INLINO		· .			
RAINING	•				•
-					•
•	:				· · .
*	•	•		,	,
	SPACE	RELOW FOR EXCLUSIVE	USE OF THE OFFICE OF PERS	ONNET	
ACTION 20 Employ	21. OFFICE CODING	22. STATION 23 INTEGREE	24. Hagtes. 25 BATE OF BIRTH		27. DATE OF LEI
CODE Code	STOOM I ALPHABETIC	CODE CODE	(att 11 00 314	MG DA YA	HO DA TE
7 13	51997 WH	75013	1 11 08 24		22 5550011 1 24 450
DA TA	REFERENCE 1 - CEC A - FICA	CODE - DATA CODE	722 CORRECTION LANCELLATION DAT	EOD DATA	33 SECURITY 34, SEX
VET. PREFERENCE	S NONE	NG COMP. DATE 38. CAREER C	ATEGORY 39. FESLE/HES	LTH INSURANCE	40. SOCIAL SECURITY NO
E 0.90%E 1.591 2.1097	NO. OA YA NO	DA YR CAR , MESS	CODE COSE D' WRITER	MEALTH INS COOF	
	INMENT SERVICE DATA	42. LEAVE (AT 43	FEDERAL TAX QATA	44. STATE I	AX DATA
	DUS SERVICE	CODE		JOHN ERECUTED C	ODE NO TAN STATE CODE
2 - 80 CAE IN	IN SERVICE SERVICE (1555 THAN 3 YRS) SERVICE (MOHE THAN 3 YRS)	1 7ES		1 - YES 2 - NO	
	·'	SIGNATURE ON OTH	ER AUTENTICATION	DOC.	
		. *:			1 2 2
				de 9/3	://.<
<i>'</i> , <i>i</i>		***		- CCC // 510	1
				•	
			• • • •		
AM 1150	Use Previous Edition	SE	CRET	Excitated from automatic	1 19

PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF ML 49-301.
PURSUANT TO AUTHORITY OF TCT AS PROVIDED IN THE CLA ACT OF 1949.
AS AMENTED. AND A-DOX POLICY DIRECTLYE DATED & OCTOBER 1942.

EFFECTIVE DATE OF PAY ADJUSTMENTS 19 OCTOBER 1965

SERIAL DEGN. FUNDS GA-STEP

HICKS CALVIN H

51 997 V GS 13. 4

Catalogue properties of the catalogue of the control of the catalogue of the catalogue of the catalogue of the

3	Gra	de	Step	OLD	SALA	RÝ RA		ow Ef	-	i .	6. G	ade	Step	NEW SALARY I		Eliacon	e Date	7 951	TYPE /	AD
,	GS	13	3	\$1	2,	915	0	5/:	10	164	GS	13	4	\$13,33	5 (5/	09/65			
8	Pen	orks a	nd Av	henn	none						•		L		<u> </u>	w		<u> </u>	 	,
	4	!						Ļ				_			_					
	. 4	,	1	IN Lw	₽, ር ₽	AY St	SI	AI. US	35 A1	AT T F	EN	D O	F W	AITING TING P	PE Ri	R ((סס"			
1	. 1	,	1	LH	CP	S 1	AT	ŲS	A	T E	ND S	OF	F W	AITING TING P AUD	RI	00		•		
1			ERT	LW IF	C L I	ST ERK	AT S	US INI THE	AT	T E IAL POR	ND S	OF () F T	HAI O	TING P AUD ABOVE	ERI LTE	00	ìχ	OYE	:€ I	s
•			ERT	LW IF	C L I	ST ERK	AT S	US INI THE	AT	T E IAL POR	ND S	OF () F T	HAI O	TING P AUD	ERI LTE	00	ìχ	OYE	;E !	S

form 560 9-81

			e de la companya de l	SE (When	CŘET Filipación		, ,	All the second	
OCS 05/27	/64		NOTIFIC	ATION OF	PERSO	NNEL AC	TION		
I SERIAL NUMBER	2. NAME ((LAST-FOST MECAL)			.1		• •		. ,
056361	ш	CKS CALV	IN W		1000	-	•		
3 NATURE OF PERSONNEL		(h	. 3	111	4 tinen		5 CATEGOR	Y OF EMPLOYMENT	
OF LCO LONGE	N. T	134 1 1	· · .		- mb	DA 18			
REASSIGNME			1 1	م کو		31 65	IABLE .	8 CSC OR UNAR LEGAL AUTI	ORITY
FUNDS		¥ 95 ¥		10 0					
P. ORGANIZATIONAL DESIG		CF 10 V	1 0	10 (1	523	1162	0000		
DDP/WH DIV	1510	N I OPS BR	PH SEC			M OF OFFICIALS	D. C		
				. 151,51			` , '		t s
II POSITION THE	R_	·	• •		12 POSITIO	n NUMBER 1140		13 CARLER SERVICE DESIGNAT	ON .
14 CLASSIFICATION SCHEDU	F (GS 18 4	rich .	IS OCCUPATION	MA: SERIES	16 GRADE	AND STEP	·	17 SALART OR RATE	
S			-1	136.01	7, 5	13			
B REMARKS	,								
-		,		,	•	J.			
		•				. • .•	, .	• •	
							:		•
		* *	,		, .			*	• • •
•	•			•					
				•	,				
					•		•		, ·
-				:				•	
				•	•				
				•			-		·
•						- 1	P	OSTED S H	
-		,			•	1,	и.		
				,		16-	9-6.	5 4/1	'
							,	-tu-	-
			SIGNATI	IRE OR OTHE	R AUTHE	TICATION			
				,					
		•					-		
									· 1
				i	٠.	::::::	:	• • `	

orm 11508 u3 MFG, 1-63 Use Previous Edition SECRET

GRIVER 1
Excluded from outsimate demonstrating and description

(When filled in

ADPD 07/81		NÖTIFICATION OF	PERSONNEL ACT	ION	
1 Maint minutes	(1)00m (Carl lay) micoll		*. *		
856361	HICKS CALVI	N W			
T MILES OF PERSONS			4 EFFICITIVE DATE 19	CARGORY OF EMPLOYMENT	
FUNDS	W to v	V 10 CF	7 (OST CENTER NO CHARGE)		MIHORITY -
Y ORGANIZATIONAL DISAC DDP/SAS M O B	100 100		NASH .		
II POSITION TITLE OPS OFFICE	Ř CHÍ		12 POSITION NUMBER	13 CAREEN SERVICE DESIG	MATION
14 CLASSIFICATION SCHEDU SS	NE (GZ. 18, oft.)	IS OCCUPATIONAL SERIES (13.6 + 0.1	IS GRADE AND STEP	17 SALARY OR RATE	
TB REMARKS					

		_	- '	700-1					4	, -1
		1. Serial No.	12.	1.		' @			•	
			 	Name		-		- 1	W - W	4 5 4
٠.		1 000	1 - 3			13.	Cost Cent	W Number	31	1200
		096361	HICKS	CALVIN N		1		200	4. 8	WOP HOUSE
		3	OLD SALARY	PALNIN				39.7	1	-
ļ.,		Grade Sies	Salary	The second secon	. 6.	4	49 450	. v	1 .	
			,	TON SH DOW	Grade	Sep	EW SALARY RA	re	+	
		GS 13 2	l	0 03/12/6		1	Selary	Effective Date	7. TYP	ACTION
~	-	Removi	312,11	0 03/12/4	J				PSI L	SI ADJ:
:	2	and Aus	henhenhon	7267.0	GS 13	3 5	12.400			
Ē	4	1			,		221793	05/10/64	- 1	1 1
PAYEN	[1 1	O EXCE	SS LHOP			•			
2	100	1 51	N PAY	STATUS AT ATUS AT EI S INITIAL	Eup -					
REC		, ,	TUP ST	ATUS AT E	CMN OF	MAI	TING D			- 1
- 6			CLERK	STATUS AT ATUS AT EI S INITIALS	An of M	AITI	NG PEU	-M108		- 1
	- 1	_	1 20	111	,		AUDITE	الله الله ٥	Ž.	
	- 1	I_CERTIF	Y Tun	THE WORK	0)	7 * * * *	DAY. OF	•	- 1
	-	UF AN AC	CEPTAD	THE WORK	OF THE					. [
	-	,	TAN	TE TEAEL !	OF COME	_AHO	VE NAMI	ED EMB.		ŀ
,	4		god) m	- Unit	EIFN	CE.	EUPFOX	EF IS	1
	-	SIGNATURE	1 00	18 R 800		0 4			10	_
	1		000	- 200 C	£ \$68 8	388	°00	()		. 1
	form			PAY CHAN	-08-8-A C	0 80	O DA	TE-COM	al.	
	9-61 5	60 Obsole	Previous	PAY CHANC	JE NOTI	FICA	TION	- Sugn	X 67	- 1
-,	•	ε.	difton				MOIN	U -	-	-
•			. '	1	+			,		- 1
	-					٤٠.			14.41	

EFFECTIVE 5 JANUARY 1984.

056361 HICKS CALVIN H GS 13 1 \$11,190 05/13/62 GS 13 2 \$11,519 05/12/63

/ IN PAY STATUS AT END OF WAITING PERIOD / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

PAY CHANGE NOTIFICATION

BVS: 11 MAY 62		tWhe	n Filled in	:					
	NOTIFIC	ATION OF	DFRSC	MYFT A	CTION				
∞F .	MOTIFICA	ATION OF	,	uiiner v	CHON	•		·	• -
1. SERIAL HUMBER 2. SAME (LAST FIRST MIDDLE)	-		-	,		, ,		•	
056361 HICKS CALVIN	l·W	· : ,		•	•	••			
3 HATHRE OF PERSONNEL ACTION		,		IVE BATE	3 CATEGO	ORY OF EMPLOYM	ENT		
PROMOTION			05	13, 62		REG			d.
FUNDS X V TO V		10 (F	7 cost c	ENTER-NO CNA	REFILE	a csc on oth	ER LEGA	Y TIBORTUR J	
G 10 V	, a	10 (F	2235	1400	1000	50 t	JSC \	403 J	
ORGANIZATIONAL BESIGNATIONS		. ,	10. LOCAT	ION OF ESTICIA	NOTATE JE	- ;	• •		
	-			, , ,			- 1	į	
· Pa				ι, .	,				٠
DOP TASK FORCE W			1	- 1.	••				
PARAMILITARY BRANCH			WASH	., D.	C.,		•	1: "	
11. POSITION TITLE	٠. '	, ;	12 POSITI	ON WURSES		13 CAREER SE	RAICE DI	SIGNATION	1
OPS, OFFICER			0715			D	· · · · · · · · · · · · · · · · · · ·	4-4.	
14 CLASSIFICATION SCHEDULE ISS. 18, etc.)	15. OCCUPATIO	HAL SERIES	14 GRADE	AND STEP	-	17 SALARY OR	RATE	: 1	
GS	0136.0	nt .	13 1		,-	1063	5		11
IA. REMARKS	, 0,00.		1:0;	, : : :		1 1000			·
		-		, -			·		
, ,			÷	37 1	·	1 7.5			
•	•		•						· -
				•				,	
				•				٠.	
			· · · · · · · · · · · · · · · · · · ·						
SPACE I	22. STATION	EXCLUSIVE U		E OFFICE C		26. DATE OF G	LADE	27. DATE OF L	
CORE Code NUMERIC ALPHABETIC	300)	CODE	Code	90 04		NO DA	YR	MO DA	7.5
22 10 61450 TFW	75013	- ,	1 .		8 24	05 13	62	05 13	62
B. NTE EXPIRES 29. SPECIAL 30. RETIREME REFERENCE		ST. SEPARATION DATA CODE		HON/CAMELLA	TION DATA		1	33. SECURITY REQ. NO	34. SEX
MO DA, YR STREETHLE I CSC 9 FICA S NONE	CODE .		TYPE .	40 24	, *# 1	EOD DY	<u> </u>	1	.
	G COMP. DATE	.38. MIL. SERV.	CREDIT/LCO	39. FE	GEI / HEAL	TH INSURANCE		40 SUCIAL SEC	URITY NO.
ODE O NONE NO DA YR. MO	DA YR.	1'1,1ES'- 2 - NO'	CODE	CC08 ; 9 .	WAIVER YES	HEALTH INS CO	300		.
I. PREVIOUS GOVERNMENT SERVICE DATA	42. LEAVE CAT.	43.	FEDERAL TA	X DATA		44.	STATE	TAX DATA	
ODE O RO PREVIOUS SERVICE	CODE	I OHM EVECUTED	CODE	NO THE EXE	***1048	FORM EXECUTE	D	CODE NO TAK	STATE COOK
2 - BREAK IN SERVICE (LESS THAN 12 WOS) 3 - BREAK IN SERVICE (NORE THAN 12 NOS)		8 10	٠,		,	2 - ND			.
	SIGNAT	URE OR OTH	ER AUTHE	NTICATION					
				1		FOST		D	1
								` I	
•					05	{	7)	1	

Form 8-61 1150 Use Previous Edition

SECRET

(4-51)

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA BY - 799 AND DOI MEYORANDUM DATED IN AUGUST 1986. SALARY IS ADJUSTED AS MOLLOWS. EFFECTIVE 14 OCTOBER 1962

MIZW GREST SALARY

 $N_{\Lambda}{}^{ij}E$

FUNDS GREST SALARY SERIL ORGN

> F11150 13 1, 810635 13 1

PSC: 18 AUG 1961

SECRET (When Filled In)

ocf		NOTIFIC		PERSO	ONNEL ACTION	•		
S. SERIAL HUMBER	8 MANE-[LAST-FIRST-MIDBL	ŋ '						
.056361	HICKS CALV	IN W						
REASSIGN TO YOUCH	MENT AND TRA	NSFER		. 10	DA: YO . 20 61	CET OF EMPLOYMENT		
	V 10 V	, v	-10 'CF (,-, '	7. COST C	ENTER NO. CHARGEABLE	B. CSC OR OTHER LEGA	ATHORITY .	٠, ٠
4. FUNDS	X CF 10 V	CF	10 CF	2635	5 5000 802	50 USC	403 J	
9. ORGANIZATIONAL DE	SIGNATIONS -			10. LOCA!	ION OF OFFICIAL STATION		* * ; * ,	
				1: '				٠,
DDP WH				1 .				
BRANCH 4 PARAMILI	TARY SECTION		A - 1	WASH	I., D.C.			. :
11. POSITION TIPLE					ION NUMBER	13 CAREER SERVICE DI	SIGNATION	
	OPS OFFICER			0716	.2 ·	D	,	,
14. CLASSIFICATION SCH	EDULE (GS, WB, etc.)	15 OCCUPATIO	NAL SERIES	14 GRADE	AND STEP	17. SALARY OR RATE		
	GS	0136.0)1	12 4		9735	٠.	
10. REMARKS		• • • • • • • • • • • • • • • • • • • •		'		!	<u> </u>	
		**		-		-		
	e - *			١.		•		,)
*			•					. "
		:						
	SPAC	E BELOW FOR	EXCLUSIVE U	SE OF TH	E OFFICE OF PERS	ONNEL.		
19. ACTION 20 Emplay CODE Code			23. INTEGREE CODE	24. Hdqtrs. Cada	25 DATE OF BIRTH	24. DATE OF GRADE	27 DATE OF LE	
16. 10	64450 WH	75013	* N	1	11 08 24	NO 04 19	MO DA	**.
28 NTE EXPIRES	29. SPECIAL 20. REFIR REFERENCE 1 CSC 3 FICA B NOME	EMENT' DAVA) SEPARATION DATA CODE	32. CORRECTIVE	TION/CANCELLATION DATA	EOD DATA	33 SECURITY REQ NO.	34, SEV
35 VET PREFERENCE	36 SERV. COMP. DATE 37.	ONG. COMP. DATE	38 MIL. SERV.			TH INSURANCE	40. SOCIAL SECT	RITY NO
1 . \$ PT 2 . 10 PT	MO DA YR MO	DA 7#	1 - TES, 2 NO	CODE	CODE 8 WALLER	NEACTH INS COOL		
41. PREVIOUS GOVE	RHMENT SERVICE DATA	42. LEAVE CAT.	43.	FEDERAL TA	N GATA	44. STATE	TAX BATA	
	IOUS SERVICE	CODE	FORM EXECUTED	CODE	NO TAR EXEMPTIONS	FORM EXECUTED	CODE NO TAN	STATE CODE
1	SERVICE (LESS THAN 12 MOS		2 · NO			2 - 110		1
· ·		SIGNAT	URE OR OTHE	R AUTHE	NTICATION	·		-1
						The second second	(1.5)	-
			•		4 1	111	11. 1	
	٠,	•••				08/29/41	K.	

Form 6-60 Obsolete Previous Editions

SECRET

(4-91)

sws: ¥ NO	v 1960				
ocř		NOTIFICATION	OF PERSONNEL ACTIO	N .	
rente atmate.	7 HAME (LAST-BIRST-BIOD)	it)			
56361	HICKS CALVIN	y .			•
MATERE OF PERSON	INEL ACTION		4- Ertective Date 5 cale	CORA OL EMBIGAMENS	
REASS I GNOW	ENT (TEMPORARY)		11 04 60 REG	ULAR.	e e e
	V. 10 V	¥ 10 ,cr-	7 COST CENTER NO CHARGEABLE	B CSC OR OTHER LEGI	L AUTHORITY
FUNDS	CF 10 V	X (# 10 cf	1535 5000 0021	50 USC 40	1 at
O JAKUTATIONAL D			10 EDIATION OF OFFICIAL STATIO		
					Sind geather and
• (
W POX					the profile
RANCH 4			WASH., D. C.		
POSITION TIFLE			12 POSITION NUMBER	13 CAREER SERVICE D	ESIGNATION
	GUERILLA WAR O	F	0000	D	
CLASSIFICATION SC	HEDULE (GS. WB, etc.)	15. OCCUPATIONAL SERIES	TO GRADE AND STEP	17. SALARY OR BATE	
10.00	GS	0136.14	12 3	9475	يسيكم فرارات أستعال
UPON TERM		S TEMPORÂRY ASSI VICE DIRECTS.	IGNENT YOU WILL BE		THE
UPON TERM	INATION OF THE	S TEMPORARY ASSI	16 T 16 T 18		THE
UPON TERM	HINATION OF THIS	VICE DIRECTS.	16 T 16 T 18	REASSIGNED AS	THE
UPON TERM HEAD OF Y	IINATION OF THIS	E BELOW FOR EXCLUSI	VE USE OF THE OFFICE OF PERS	REASSIGNED AS	THE.
UPON TERM HEAD OF Y ACTION 20. Employ Code Code	SPACE OFFICE CODING	CE BELOW FOR EXCLUSION CODE CODE	VE USE OF THE OFFICE OF PERS	REASSIGNED AS	
HEAD OF Y	SPACE CODING NUMBER CONTROL APPRAISE APPRAISE APPRAISE APPRAISE APPRAISE 64450	CE BELOW FOR EXCLUSION CODE CODE 75013	VE USE OF THE OFFICE OF PERSEE 24 Hagen 25 Date of BIRTH Code 11 08 24	CONNEL 24 DATE OF CHADE 10 DA. TR.	27 DATE OF LET
HEAD OF Y	SPACE SP	CE BELOW FOR EXCLUSION CODE CODE	VE USE OF THE OFFICE OF PERS LE 24 Hagen 25 Date of BIRTH Code 20 DA 24 ON 32 CORRECTION/CANCELLATION DAI.	ONNEL 24 DATE OF CHADE 10 DA. TR.	27 DATE OF LEI
HEAD OF Y	SPACE SP	CE BELOW FOR EXCLUSION CODE 75013	VE USE OF THE OFFICE OF PERSE 24. Hagen 25 Date of BIRTH Code 11 08 24	CONNEL 24 DATE OF CHADE 10 DA. TR.	27 DATE OF LET MO DA - VR 133 SECURITY 34. SEX
UPON TERM NEAD OF Y INCITION IN Employ Code 7 10 ITE EXPIRES DA YA	SPACE 21: OFFICE CODING NUMERIC ALPHRIET 64450 WH 29: SPECIAL 30. RETH REFERENCE 3: FICA 8: NOME	CE BELOW FOR EXCLUSION CODE CODE TO STATE CODE CODE CODE CODE CODE CODE CODE COD	VE USE OF THE OFFICE OF PERS LE 24 Addrs. 25 Date of BIRTH Codo NO DA 24 ON 32 CORRECTION/CARCELLATION DATE TYPE NO. DA 12	ONNEL 24 DATE OF CHADE 10 DA. TR.	27 DATE OF LET MO DA - VR 133 SECURITY 34. SEX
ACTION 20. Employ code Code TO NEEL EXPIRES	SPACE 21: OFFICE CODING NUMERIC ALPHRIET 64450 WH 29: SPECIAL 30. RETH REFERENCE 3: FICA 8: NOME	CE BELOW FOR EXCLUSION CODE CODE CODE CODE CODE CODE CODE CODE	VE USE OF THE OFFICE OF PERS LE 24 Hagen 25 Date of BIRTH Code 20 DA 24 ON 32 CORRECTION/CANCELLATION DATE TYPE 100 DA 19 LEBY: (REDIT/LCO 39. SEGLI/ HER	ONNEL NO DA. TR. EOD DATA	27 DATE OF LET NO DA -VR 133 SECURITY 34. SEX
ACTION 20. Employ CODE Code Code TO NTE EXPIRES PREFERENCE CODE TO HOME TO HOM	SPACE 21: OFFICE COBING 12: OFFICE COBING 12: OFFICE COBING 13: SPECIAL 13: PICA 1 - C2C 2 - PICA 1 - C2C 3 - PICA 1 - C2C 2 - PICA 1	CE BELOW FOR EXCLUSION CODE CODE CODE CODE CODE CODE CODE CODE	VE USE OF THE OFFICE OF PERS SE 24. Hagen 25 Bate of BIRTH Code 11 08 24 ION 32 CORRECTION/CANCELLATION BAIL FERV CREDIT/ALD 39. FEGLE/ HER CODE CODE 0 WAIVER 1 YES	CONNEL 24 DATE OF GRADE 10 DA. TR. EDD DATA LTH INSURANCE MEALTH IND CODE	27 DATE OF LET NO DA - VR 133 SECURITY 34. SEX RED NO. 34. SEX TAX DATA
ACTION 20. Employ Code 7 10 RTE EXPIRES DA VR. FET. PREFERENCE L DA VR. 2 10 PT. PREVIOUS GOV O NO PREVIOUS GOV	SPACE	TE BELOW FOR EXCLUSION OF THE PROPERTY OF THE	VE USE OF THE OFFICE OF PERSE 24. Indept. 25 BASE OF BIRTH COde 11 OB 24 THE OFFICE OF PERSE 24. INDEPT. 25 BASE OF BIRTH CODE 12 OD	CONNEL 24 DATE OF GRADE 10 DA. TR. EDD DATA LTH INSURANCE MEALTH IND CODE	27 DATE OF LET NO DA -VR 133 SECURITY 34. SEX REO NO. 34. SEX
ACTION 20. Employ NOTE EXPIRES DA VA. TEX. PREFERENCE O HOME 2 10 PY. PREVIOUS GOV O HO PREVIOUS GOV	SPACE SPACE SPACE 21: OFFICE CODING NUMERIC ALPINABET 64450 29: SPECIAL REFERENCE 10: PICA 10:	CE BELOW FOR EXCLUSION CORE CORE CORE CORE CORE CORE CORE CORE	VE USE OF THE OFFICE OF PERSE 24. Indept. 25 BASE OF BIRTH COde 11 OB 24 THE OFFICE OF PERSE 24. INDEPT. 25 BASE OF BIRTH CODE 12 OD	CONNEL NO DATE OF GRADE NO DA. TR. EOD DATA ETH INSURANCE MERLEN INS CODE 44. STATE FORM EXECUTED	27 DATE OF LET MO DA - YR 23 SECURITY 34 SEX REO NO. 40 SOCIAL SECURITY NO. TAX DATA CODE NO TAX STATE CODE
ACTION 20. Employ Code 7 10 NTE EXPIRES DA VA. 1 PPT. 2 10 PT. PREVIOUS GOV 1 NO PREVIOUS GOV 1 NO PREVIOUS GOV	SPACE COOME THE SERVICE DATA TOUR SERVICE DATA SPACE SERVICE COOME SPACE COOME TO SERVICE ALPHABET SERVICE DATA SPACE SERVI	TE BELOW FOR EXCLUSION CODE CODE CODE CODE CODE CODE CODE CODE	VE USE OF THE OFFICE OF PERS E 24 Hagen 25 Bate of BIRTH Code 10 11 08 24 ION 32 CORRECTION/CANCELLATION BATE FERW CREDIT/ALO 39 FEGLI/ MER CODE CODE 0 WAIVER FEDERAL TAX DATA UTEO CODE NO VALEBUPTIONS	CONNEL A DATE OF GRADE MO DA. TR. EOD DATA ETH INSURANCE MERLYN IVS CODE 44. STATE FORM EXECUTED 1. YES	27 DATE OF LET MO DA - YR 23 SECURITY 34 SEX REO NO. 40 SOCIAL SECURITY NO. TAX DATA CODE NO TAX STATE CODE
ACTION 20. Employ CODE CODE CODE CODE CODE CODE TO PREFERENCE CO NONE PREVIOUS GO PREVIOUS	SPACE COOME THE SERVICE DATA TOUR SERVICE DATA SPACE SERVICE COOME SPACE COOME TO SERVICE ALPHABET SERVICE DATA SPACE SERVI	TE BELOW FOR EXCLUSION CODE CODE CODE CODE CODE CODE CODE CODE	VE USE OF THE OFFICE OF PERSE 24. Indept. 25 BASE OF BIRTH COde 11 OB 24 THE OFFICE OF PERSE 24. INDEPT. 25 BASE OF BIRTH CODE 12 OD	CONNEL A DATE OF GRADE MO DA. TR. EOD DATA ETH INSURANCE MERLYN IVS CODE 44. STATE FORM EXECUTED 1. YES	27 DATE OF LET MO DA - YR 23 SECURITY 34 SEX REO NO. 40 SOCIAL SECURITY NO. TAX DATA CODE NO TAX STATE CODE
ACTION 20. Employ Code TO NEEL PREFERENCE O NORE 1 PT. 2 10 PT. 2 10 PT. 1 NO DAG.	SPACE COOME THE SERVICE DATA TOUR SERVICE DATA SPACE SERVICE COOME SPACE COOME TO SERVICE ALPHABET SERVICE DATA SPACE SERVI	TE BELOW FOR EXCLUSION CODE CODE CODE CODE CODE CODE CODE CODE	VE USE OF THE OFFICE OF PERS E 24 Hagen 25 Bate of BIRTH Code 10 11 08 24 ION 32 CORRECTION/CANCELLATION BATE FERW CREDIT/ALO 39 FEGLI/ MER CODE CODE 0 WAIVER FEDERAL TAX DATA UTEO CODE NO VALEBUPTIONS	CONNEL A DATE OF GRADE MO DA. TR. EOD DATA ETH INSURANCE MERLYN IVS CODE 44. STATE FORM EXECUTED 1. YES	27 DATE OF LET MO DA - YR 23 SECURITY 34 SEX REO NO. 40 SOCIAL SECURITY NO. TAX DATA CODE NO TAX STATE CODE
ACTION 20. Employ Code Code TO NEER EXPIRES DA VA. 1 D PT. 2 10 PT. PREVIOUS GOVE O NO PREVIOUS GOVE	SPACE COOME THE SERVICE DATA TOUR SERVICE DATA SPACE SERVICE COOME SPACE COOME TO SERVICE ALPHABET SERVICE DATA SPACE SERVI	TE BELOW FOR EXCLUSION CODE CODE CODE CODE CODE CODE CODE CODE	VE USE OF THE OFFICE OF PERS E 24 Hagen 25 Bate of BIRTH Code 10 11 08 24 ION 32 CORRECTION/CANCELLATION BATE FERW CREDIT/ALO 39 FEGLI/ MER CODE CODE 0 WAIVER FEDERAL TAX DATA UTEO CODE NO VALEBUPTIONS	CONNEL A DATE OF GRADE MO DA. TR. EOD DATA ETH INSURANCE MERLYN IVS CODE 44. STATE FORM EXECUTED 1. YES	27 DATE OF LET MO DA - YR 23 SECURITY 34 SEX REO NO. 40. SOCIAL SECURITY NO. TAX DATA CODE NO TAX STATE CODE
ACTION 20. Employ Code Code TO NEER EXPIRES DA VA. 1 D PT. 2 10 PT. PREVIOUS GOVE O NO PREVIOUS GOVE	SPACE COOME THE SERVICE DATA TOUR SERVICE DATA SPACE SERVICE COOME SPACE COOME TO SERVICE ALPHABET SERVICE DATA SPACE SERVI	TE BELOW FOR EXCLUSION CODE CODE CODE CODE CODE CODE CODE CODE	VE USE OF THE OFFICE OF PERS E 24 Hagen 25 Bate of BIRTH Code 10 11 08 24 ION 32 CORRECTION/CANCELLATION BATE FERW CREDIT/ALO 39 FEGLI/ MER CODE CODE 0 WAIVER FEDERAL TAX DATA UTEO CODE NO VALEBUPTIONS	CONNEL A DATE OF GRADE MO DA. TR. EOD DATA ETH INSURANCE MERLYN IVS CODE 44. STATE FORM EXECUTED 1. YES	27 DATE OF LET MO DA - YR 23 SECURITY 34 SEX REO NO. 40. SOCIAL SECURITY NO. TAX DATA CODE NO TAX STATE CODE
ACTION 20. Employ CODE CODE CODE CODE CODE CODE TO PREFERENCE CO NONE PREVIOUS GO PREVIOUS	SPACE COOME THE SERVICE DATA TOUR SERVICE DATA SPACE SERVICE COOME SPACE COOME TO SERVICE ALPHABET SERVICE DATA SPACE SERVI	TE BELOW FOR EXCLUSION CODE CODE CODE CODE CODE CODE CODE CODE	VE USE OF THE OFFICE OF PERS E 24 Hagen 25 Bate of BIRTH Code 10 11 08 24 ION 32 CORRECTION/CANCELLATION BATE FERW CREDIT/ALO 39 FEGLI/ MER CODE CODE 0 WAIVER FEDERAL TAX DATA UTEO CODE NO VALEBUPTIONS	CONNEL A DATE OF GRADE MO DA. TR. EOD DATA ETH INSURANCE MERLYN IVS CODE 44. STATE FORM EXECUTED 1. YES	27 DATE OF LET MO DA - YR 23 SECURITY 34 SEX REO NO. 40. SOCIAL SECURITY NO. TAX DATA CODE NO TAX STATE CODE
ACTION 20. Employ NOTE EXPIRES DA VA. TEX. PREFERENCE O HOME 2 10 PY. PREVIOUS GOV O HO PREVIOUS GOV	SPACE COOME THE SERVICE DATA TOUR SERVICE DATA SPACE SERVICE COOME SPACE COOME TO SERVICE ALPHABET SERVICE DATA SPACE SERVI	TE BELOW FOR EXCLUSION CODE CODE CODE CODE CODE CODE CODE CODE	VE USE OF THE OFFICE OF PERS E 24 Hagen 25 Bate of BIRTH Code 10 11 08 24 ION 32 CORRECTION/CANCELLATION BATE FERW CREDIT/ALO 39 FEGLI/ MER CODE CODE 0 WAIVER FEDERAL TAX DATA UTEO CODE NO VALEBUPTIONS	CONNEL A DATE OF GRADE MO DA. TR. EOD DATA ETH INSURANCE MERLYN IVS CODE 44. STATE FORM EXECUTED 1. YES	27 DATE OF LET MO DA - YR 23 SECURITY 34 SEX REO NO. 40. SOCIAL SECURITY NO. TAX DATA CODE NO TAX STATE CODE
ACTION 20. Employ CODE CODE CODE CODE CODE CODE TO PREFERENCE CO NONE PREVIOUS GO PREVIOUS	SPACE COOME THE SERVICE DATA TOUR SERVICE DATA SPACE SERVICE COOME SPACE COOME TO SERVICE ALPHABET SERVICE DATA SPACE SERVI	CE BELOW FOR EXCLUSION CORE CORE CORE CORE CORE CORE CORE CORE	VE USE OF THE OFFICE OF PERS E 24 Hagen 25 Bate of BIRTH Code 10 11 08 24 ION 32 CORRECTION/CANCELLATION BATE FERW CREDIT/ALO 39 FEGLI/ MER CODE CODE 0 WAIVER FEDERAL TAX DATA UTEO CODE NO VALEBUPTIONS	CONNEL A DATE OF GRADE MO DA. TR. EOD DATA ETH INSURANCE MERLYN IVS CODE 44. STATE FORM EXECUTED 1. YES	27 DATE OF LET MO DA - YR 23 SECURITY 34 SEX REO NO. 40. SOCIAL SECURITY NO. TAX DATA CODE NO TAX STATE CODE

1. Serial No.	Name Name		2. Cost Center	Number	4. 1	WOP H	UFA
556361	HICKS CALVIN W		DDP/WH UN) UV*			
	CLD SALARY BATE	16.	NEW SALARY RA	TE	7. T	PE ACT	
	A SM Date	Grade	Step Salary	Effective Date	PSI	LSI	ADJ
Grade 81	5 9,475 11/15/55	12	4 \$ 9,735	05/14/6	1		

NO EXCESS LWOP

IN PAY STATUS AT END OF WAITING PERIOD

HS AT END OF WAITING PERIOD

IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-565 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME

SERIAL ORGN GR-ST OLD SALARY NEW SALARY

556361 50 45 GS-12 3 5 8,810

9,475

DM HICKS CALVIN W

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

C 0LT: 21 C	oct 1960	(Who	on Filled In' "		
OCF		NOTIFICATION OF	PERSONNEL ACTION	•	
I. SERIAL NUMBER	2. NAME (LAST-FIRST-MIDDLE)				
056361	HICKS CALVIN W	* * * * * * * * * * * * * * * * * * * *			
2. HATURE OF PERSONN		······································	4 EFFECTIVE DATE - 5 CATEG	ORY OF EMPLOYMENT	
		* n	MG ' 84 '4.	• •	49
REASS I GNME		· · · · · · · · · · · · · · · · · · ·	10 02 60 REG		1 - A Break & State
4. FUNDS	V 10 V	A TO CA	7. COST CENTER MS. CHARGEABLE	d. the De Dines Lees	IL AUTHORITY
	CF TO V	X (F 10 (F	1120 1998 0000	50 USC 40	3 🔸
9. ORGANIZATIONAL DES	SIGNATIONS		10. LOCATION OF OFFICIAL STATION		
	LOPMENT COMPLEME	NT	WASH., D. C.		
11. POSITION TITLE			12 POSITION NUMBER	13 CAREER SERVICE D	ESITAPATION .
•	GUERILLA WAR OFF		9997	Ď	
14. CEASSIFICATION SCH		IS. OCCUPATIONAL SERIES	16 GRADE AND STEP	17 SALARY OR BATE	
٠.	es	0136.14	12 3"	9475	•
	· · · · · ·	. ′			
	SPACE R	FLOW FOR EXCLUSIVE U	ISE OF THE CETTOE OF PERSO	าพพรา	
	21. OFFICE COOLS	22 STATION , 23. INTEGREE	24 Magins 7 25 24TE OF BIRTH	N DATE OF GRADE	SF DATE OF LEE
37 16	58997 NE	75013	1 11 08 24	WO, DA YA	#0 24 V4
78. NTE EXPIRES WO DA YN	29 SPECIAL 33. RETIREME REFERENCE 1 - CSC 3 - PICA 5 - WOLE	NT DATA 31. SEPARATION DATA CODE.	TYPE NO 24 VE	EOD DATA	33. SECURITY 34. SEX REQ 108.
35. VET. PREFERENCE CODE 0 - NONE 1 - S PT 2 10 PT.	36. SERV. COMP. BATE 37. LONG NO 84 YO NO		CREDIT/ICD 29 FEGLE HEAL CODE CODE 2 Name 2	TH'INSUPANCE	40 SOCIAL SECURITY NO
			FEDERAL TAN BATA		TAR BATA
1 - NO BREAK 2 - BREAK IN	ous service In Service Service (Lees Than 12 mos) Service (More Than 92 mos)	FORM EXECUTED 1 - VES 2 - NO	CIDE 3 NO TAX EXEMPTIONS	FORM EXECUTED 1 - YES 2 - YO	ENDE HAT THE CODE
		SIGNATURE OF OTHE	ER AUTPENTICATION		
		•		100	

4 00000

Pte 1960 Parsonnel

CONFIDENTIAL

FITNESS REPORT	
SECTION A GENERAL INFORMATION	
056361 HICKS, Calvin W. S Nov 24 M GS-	13 D
Valch Officer DDO/OFS/INT/IN HCS. Xind	S. DF
11 TYPE OF APPOINTMENT.	
X CAREER RESERVE CONTRACT OTHER SON! YEMPORARY X NUMB. REASSIGN. X	SPECIAL
1. October 1973 - 30 September 1974 31 October 1974	
SECTION 8 QUALIFICATIONS UPDATE	
IF QUALIFICATIONS UPDATE FORM IS BEING, SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE MODE FIS IN THE BOX YO THE BIGHT. HE NO CHANGES ARE REQUISED, PLACE THE WORD THOSE IN THE BOX AT RIGHT	
SECTION C PERFORMANCE EVALUATION	<u></u>
U-Unsatufactory Performance is unacceptable. A rating in the category requires simediate and possible removal action. The nature could range from sourceling, to further training, to placing an probation, to remain ment or to separation. Describe or proposed in Section D.	action taken
M-Mary'nal Performance is deficient in some aspects. The regions for assigning this eating should be stated in Section; D and ren	redial actions
P-Prolitions Performance is satisfactory. Dosined results one being produced in the manner expected.	
5-Strong Forfamiance is characterised by exceptional preficiency. O-Outstanding Performance is so exceptional in relation to recovered in the work and in comparison to the performance of others	doing similar
work as to warrant special recognition.	<u> </u>
SFECIFIC DUTIES	
List up to six of the most important specific duties performed duting the rating period. Insert rating fetter which had describes the manner in which performs FACH specific duty. Corainer ONLY effectiveness in performance of that duty. All employees with supermosty responsibilities MUST be tree; oblicly to supervise (indicate number of employees supervised).	employee raied on
SECURE DUTY AND A COURSE DOTO IS THE CLOSEST QUALIFICATION CODE TO DESCRIBE THE NOR	LETTER
OF A WATCH OFFICER) Prepares TD disseminations from DDO intel cables and re- leases them to the U.S. Intel Community expediting their delivery by advance	s
electrical transmission when appropriate. Also disseminates certain DIV/D cable	+-
Reviews intel cables for adherence to established reporting procedures and	RATING
operational security; when necessary deletes objectionable data from the	
SUPPLATA and/or authentication statements.	S
SPECIFIC DUTY NO. 3	PATING
After hours grants or denies clearances (in consultation with the responsible	S
area division) for use of DDO information in finished intel publications.	3
SPECIFIC DUTY NO. 4	RATING
Keeps current on the general and special requirements of both internal and ex-	LETTER'
ternal Agency customers particularly when the information involves the security and protection of U.S. and foreign dignitaries, hijacking, etc.	S
securic purries Maintains good working relations not only with DNO area divisions	RATING
and staffs but with Signal Center, Cable Secretariat at all levels to expedite	LETTER !
the dissemination of significant reports; works closely with DDO Duty Officers	S
and SDOs to keep one another alert to significant events.	
Indication Duty NO. 6	RATING LETTER .
and the second access to the second of the s	
OVERALL PERFORMANCE IN CURRENT POSITION	
	RATING LETTER
ut timto account everything obout the employee which influences his effectiveness in his current position such as performance of specific duties, industries, conclust on icb, societation in controlled the controlled on the contr	
emolarne's arrival on turnance ouring the saling period, place the letter in the rating box corresponding to the statement which most accu-	s
CLASSIFICATION.	لنت

CLASSIFICATION

E2, ENTOET CL SY 002025

(4)

COMPLANT

CONFIDENCIA

SECTION D		NARRATIVE CC	DAMENTS	
Indicate significant strengths or weakne	mes camonstio	led in current position keepin	ng in proper perspective their resonances to overall performant	e. Stute
tuggethous made for improvement of	nork përformisi Langualina in	ce. Give recommendations lo Carsian C. sacrifold in the bar	de training. Comment on toreign to success comparation of sequities to determining littles personnel success. Humanist stimulation	ired for nore of
			pare equipment and funds, must be commented un, if applic	
estra space is needed to complete Section	n D, arioch a s	rporale sheet of paper.		
During this report	ing perio	d Mr. Hicks' per	formance has continued to be charact	erize
by exceptional profici	ency. T	he record is alre	eady replete of laudatory comments	,
regarding his performa	ince not	only in IW but in	n previous assignments. Mr. Hicks i	S
Since his assignment	icy at th	e end or this yea	ar on a medical disability. . he has had a medical hold and	/
because of his deep ro	ted motal	vation and strong	, ne has had asmedical hold and g belief in the Agency's mission; he	
has held on tenacious!	v until	në reached the ac	ge of 50. In addition to being a ver	ru .
i effective in officer t	hroughou	t these vears. Mr	r. Hicks has also performed in a	
Superior manner as a p	aramilit	ary officer durin	ng the early years of his career.	
l overseas and in Headqu	arters.			
we wish him Godspee	d, and o	ır best wishes fo	or good health throughout the coming	,
years.				·
	, ,	5 6 6		
•			•	Ξ.
•				÷.
,	-	• -		
	,			. ~.
SECTION E	CER	TIFICATION AND	COMMENTS	
		1. BY SUPERVI		
U-DUEN HE DUPLHY, DIGN	IF THIS REP	ONT HAS NOT BEEN SHOP	NO TO EMPLOYER, GIVE EXPLANATION	,
64		OCTTOCA		
DATE	 	RETIRED		
•	OFFICIAL II	TLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE	
24 December 1974	C/OPS	/INT/IW	Joseph A. Procaccino	
	<u> </u>	2. BY EMPLOY		
STATEMENT CONCERNING THIS EV	ALUATION	DATE	SIGNATURE OF EMPLOYEE	
OF MY PERFORMANCE		1.		
HAVE ATTACHED X HAVE NOT	ATTACHED	<u>]</u>	Calvin W. Hicks	·
		3. BY REVIEWING	OFFICIAL .	
COMMENTS OF REVIEWING OFFICIAL			•	
I concur with	Litha rist	ing officialls s	omments. Mr. Hicks turned in	
a creditable perfe	rmance d	uring his extend	ed tour on the Operations	
Staff, and well de	serves h	is supervisor's	"Strong" rating. We all	
hope that his year	s of ret	irement are rewar	rding and fruitful.	
		,		
			,	
				ļ
		14		- 1
			\sim 10	1
		<u></u>		
	PPICIAL III	CE ON BUSINESS OF SCHOOL	Classic Land	ノー
1	C/OPS	/INT	Eloise R. Page	1
		W BY EMPLO A		
I CERTIFY THAT I HAVE BEEN THE EN	TETES IN D	ATE	BIGNATURE OF EMPLOYEE	
ALL SECT.ONS OF THIS REPORT.		Employee retired	1 on 27 De her 1974	1
The state of the s	~	CLASSIFICATIO		
	1	CONFIDENTIAL		
	7			

C'ASSIFICATION

FITNESS REPORT	<u>_ : </u>
ECTION A GENERAL INFORMATION	THIS BEX S. GRADE & .
DS6361 HIGKS, Calvin W. 8 Nov 24	M GS-13
Watch Officer DDO/OPS/INT/IW HQS	TO REPORT
OTHER, Sent	
CAREER RESERVE CONTRACT TEMPORARY ANNUAL	HENT SPECIAL
1 Nov 72 - 30 September 73 31 October 1973	
CTION B QUALIFICATIONS UPDATE	-13 -
QUALUICATIONS (UPDATE FORM IS BEING: SUBMITTED WITH CHANGES AND IS ATTACHED TO THIS I RD YES IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN T	TE BOX AT RIGHT.
CTION C PERFORMANCE EVALUATION	
Performance in unaccorable. A rating in this transgory requires enmediate and positive remediate could range from courseling, to further training, to placing an probation, to reassignment or to a or proposed in Section D. Marginol Performance is deficient in some aspects. The reasons for assigning this rating should be stated in taken or recommended should be described.	eparation. Describe action to
Proficient Performance is satisfactory. Desired results are being produced in the manner expected.	. 2.
Performance is characterized by exceptional proficiency. Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the per- work as to warrant special recognition.	formance of others duing simi
SPECIFIC DUTIES	
up to six of the most important specific duties performed during the raining period, insert rating letter which best describes torms EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory respains to performance of the supervisory respains to the supervisory respectively.	nalbilities MUST be retal on
ciric pury No. (Note: DDTO is the closest qualification code to descri a Watch Officer)Prepares TD disseminations from DDO intel cables	
	and re-
eases them to the U.S. Intel Community expediting their derivery by	and re-
eases them to the U.S. Intel Community expediting their delivery by lectrical transmission when appropriate. Also disseminates certain D	and re- advance S IV/D cables
eases them to the U.S. Intel Community expediting their delivery by lectrical transmission when appropriate. Also disseminates certain D representation of the contract of the	advance S IV/D cables RATING
eases them to the U.S. Intel Community expediting their delivery by lectrical transmission when appropriate. Also disseminates certain D correction of a eviews intel cables for adherence to established reporting procedure perational security; when necessary deletes objectionable data from addor authentication statements.	advance S IV/D cables s and the SUPDATA S
eases them to the U.S. Intel Community expediting their delivery by lectrical transmission when appropriate. Also disseminates certain D ciricoury to a views intel cables for adherence to established reporting procedure perational security; when necessary deletes objectionable data from id/or authentication statements.	advance S IV/D cables s and the SUPDATA S ponsible RATING
eases them to the U.S. Intel Community expediting their delivery by lectrical transmission when appropriate. Also disseminates certain D ciric out no. a eviews intel cables for adherence to established reporting procedure perational security; when necessary deletes objectionable data from ad/or authentication statements. CIPIC DUTY NO. 3 ter hours grants or denies clearances (in consultation with the respect of the consultation of the consultation) for use of DDO information in finished intel publication.	and readvance SiV/D cables s and the SUPDATA Sponsible Carrier S
eases them to the U.S. Intel Community expediting their delivery by ectrical transmission when appropriate. Also disseminates certain D eviews intel cables for adherence to established reporting procedure erational security; when necessary deletes objectionable data from d/or authentication statements. CIPIC DUTY NO. 3 ter hours grants or denies clearances (in consultation with the rese a division) for use of DDO information in finished intel publication of the general and special requirements of both internal	and re- advance S IV/D cables s and RAYING the SUPDATA S ponsible RAYING DONS. S Land ex- RAYING
eases them to the U.S. Intel Community expediting their delivery by ectrical transmission when appropriate. Also disseminates certain D ciricoury to a views intel cables for adherence to established reporting procedure erational security; when necessary deletes objectionable data from d/or authentication statements. Ciric DUTY NO. 3 ter hours grants or denies clearances (in consultation with the respect of the control of	and re- advance S IV/D cables s and RAYING the SUPDATA S ponsible RAYING DONS. S Land ex- RAYING
eases them to the U.S. Intel Community expediting their delivery by ectrical transmission when appropriate. Also disseminates certain D evices for adherence to established reporting procedure erational security; when necessary deletes objectionable data from d/or authentication statements. CIPIC DUTY NO. 3 ter hours grants or denies clearances (in consultation with the respect of the control of the general and special requirements of both internal report of the control of the general and special requirements of both internal control of the control of the control of the control of the general and special requirements of both internal report of the control of	and re- advance IV/D cables s and the SUPDATA ponsible pons. Latter RAYING
ases them to the U.S. Intel Community expediting their delivery by ectrical transmission when appropriate. Also disseminates certain Device out to a security to a views intel cables for adherence to established reporting procedure erational security; when necessary deletes objectionable data from d/or authentication statements. Divice out in No. 3 ter hours grants or denies clearances (in consultation with the respect division) for use of DDO information in finished intel publication of the general and special requirements of both internal conal Agency customers particularly when the information involves the protection of U.S. and foreign dignitaries, hijacking, etc.	and readvance IV/D cables s and the SUPDATA ponsible pons. Land ex- e security staffs but S RAYING
correction of U.S. Intel Community expediting their delivery by ectrical transmission when appropriate. Also disseminates certain Device out to a views intel cables for adherence to established reporting procedure erational security; when necessary deletes objectionable data from d/or authentication statements. CONTROLLY NO. 3 ter hours grants or denies clearances (in consultation with the respect division) for use of DDO information in finished intel publication out to the general and special requirements of both internal reports of the displacement of U.S. and foreign dignitaries, hijacking, etc. CONTROLLY NO. 8 intains good working relations not only with DDO area divisions and the Signal Center, Cable Secretariat at all Devels to expedit the displacement of the displa	and ready advance S IV/D cables s and the SUPDATA S ponsible Carrier and ex- e security S staffs but ssemination to keep one
eases them to the U.S. Intel Community expediting their delivery by ectrical transmission when appropriate. Also disseminates certain D evices intel cables for adherence to established reporting procedure erational security; when necessary deletes objectionable data from d/or authentication statements. CIPIC DUTY NO. 3 ter hours grants or denies clearances (in consultation with the respect of the control of the general and special requirements of both internal report of the control of U.S. and foreign dignitaries, hijacking, etc.	and readvance IV/D cables s and the SUPDATA ponsible pons. I and ex- e security staffs but ssemination S
ases them to the U.S. Intel Community expediting their delivery by ectrical transmission when appropriate. Also disseminates certain Device out you a views intel cables for adherence to established reporting procedure erational security; when necessary deletes objectionable data from d/or authentication statements. Expression of the use of DDO information in finished intel publication of the general and special requirements of both international Agency customers particularly when the information involves the protection of U.S. and foreign dignitaries, hijacking, etc. EXPRICATION NO. 8 Intains good working relations not only with DDO area divisions and in Signal Center, Cable Secretariat at all levels to expect and SDOs other alert to significant events.	and ready advance IV/D cables s and the SUPDATA ponsible pons. l and ex- e security staffs but ssemination to keep one
correction of U.S. and foreign dignitaries, hijacking, etc. ciric DUTY NO. 4 correction of U.S. and foreign dignitaries, hijacking, etc. ciric DUTY NO. 5 ciric DUTY NO. 6 ciric DUTY NO. 8 intains good working relations not only with DDO area divisions and h Signal Center, Cable Secretariat at all levels to expedite the dissipnificant reports; works closely with DDO Duty Officers and SDOs other alert to significant evento.	and ready advance IV/D cables s and the SUPDATA ponsible pons. l and ex- e security staffs but ssemination to keep one
ases them to the U.S. Intel Community expediting their delivery by ectrical transmission when appropriate. Also disseminates certain Device out you a views intel cables for adherence to established reporting procedure erational security; when necessary deletes objectionable data from d/or authentication statements. CONTROLLY NO. 3 ter hours grants or denies clearances (in consultation with the respect division) for use of DDO information in finished intel publication of the general and special requirements of both international Agency customers particularly when the information involves the protection of U.S. and foreign dignitaries, hijacking, etc. CONTROLLY NO. 8 Intains good working relations not only with DDO area divisions and in Signal Center, Cable Secretariat at all levels to expedit the distinctional controlly with DDO Duty Officers and SDOs other alert to significent events.	and re- and re- iV/D cables s and the SUPDATA ponsible ons. Land ex- e security staffs but ssemination to keep one RATING

CLASSIFICATION

CI	ASS	SIFIC	ATI	ON".

COMMENTS

SECTION D

Indicate ganificars strangthe or medianes	tet demonst	rated in current position keeping in pro-	per perspective their relationship to averall performance. State					
			Comment on foreign language competence, if required for					
			stermining future personnel action: Manner, of performance of					
managerial or supervisory duties and co			ripment, and funds; must, be commoned on, if encilcable. If					
There has been no ch	ange li	Mr. Hicks performanc	e from the last reporting period.					
It is still characteriz	ed by e	exceptional proficiency	He continues to display initiatly					
resourcefulness and goo	d judar	ent in the performance	of the duties assigned to an IW					
officer.								
Mr. Hicks has been w	ith the	Intelligence Watch si	nce June 1967: A medical hold has					
precluded any further o	verseas	assignments and for t	his reason his tour in IN has been					
extended until he reach	906 29	50 (November 1974) at 1	which time he plans to retire under					
the Agency refirement s	vstěm.	Throughout this period	d he has continuously applied himsel					
with diligence and enth	usiasm.	Even after some profit	racted sick leave norings he has					
with diligence and enthusiasm. Even after some protracted sick leave periods he has returned ready to step in and pick up where he left off which is the best proof of his								
mastery of details and	mastery of details and the mechanics of dissemination, as well as his ability to adjust							
to the stresses and stre	ins re	sulting from this type	of assignment.					
			orne the same responsibilities and					
carried the same burdens	as hi	s colleagues in the GS-	14 category and continues to per-					
form at this level. For	this	sustained high-level of	f performance in 1972 he received a					
quality step increase in	recog	nition and as proof of	the high esteem in which he is					
held by his superiors.								
	Iness	and ability to apply th	ne myriad of reporting skills and					
techniques has been clea	rly de	monstrated in crisis si	tuations such as the recent					
			ern crisis. The presence of IN					
officers such as Mr. Hic	ks ena	oles the DDO to effect	electrical dissemination of the					
high precedence traffic	to the	Intelligence Community	in a matter of minutes on a 24-					
hour a day basis								
			sibilities he gives all indications					
SECTION E	±1	CERTIFICATION, AND COM	MENTS					
1	<u> </u>	BY EMPLOYEE						
		HAVE SEEN SECTIONS A, B, C	AND D OF THIS REPORT					
DATE	l	RE OF EMPLOYEE	12 1/2					
23 October 1973	Lair	in W. Hicks Calu	- 10 preps					
2.		BY SUPERVISOR						
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS A	EPORT HAS NOT BEEN SHOWN TO I	EMPLOYEE, GIVE EXPLANATION					
50								
	OFFICIAL	TITLE OF SUPERVISOR	TEPED OR PRINTED NAME AND SIGNATURE					
DATE	OFFICIAL	TITLE OF BOPERVISOR	1 CC					
3 October 1973	CIUDO	/INT/IW	July Morcau					
3 0000001 1973	C/073	·	(Joseph A. Procaccino					
3.		BY REVIEWING OFFICIAL						
COMMENTS OF REVIEWING OFFICIAL			,					
	Mr. Hic	ks' performance in var	ious capacities over the years					
and concur with Mr. P	rocacci	no's rating. His conti	ribution to the Intelligence					
Watch has, I know, bec		tantial.						
•								
•								
•								
•			(- (
			\mathcal{O}					
		<u> </u>	11.					
DATE	OFFICIAL	TITLE OF REVIEWING OFFICIAL	TYPET UR PRINTED NAME AND SIGNATURE					
13 November 1973	C/01	S/INT	Eloise R. Page					
		لى <u>ن نىب سىسى سىسىسى</u>						
• •		CLASSIFICATION	1 "					

Sicker Filled In) . Comp	
EMPLOYEE STRIAL	RIGMUP
FITNESS REPORT 056361	. , .
	
SECTION A GENERAL.	
Hicks, Calvin W. 8Nov 24 M GS-13 D	• • •
6. CE FICHE POSITION TITLE	11
Watch Officer DDP/FI/INT/IW HOS	
SCHECK IN TYPE OF APPOINTMENT	
TOMPOGRAN INSTANCE TEMPOGRAN ! INSTANCE INSTANCE	SUPERVISOR
CANEEN-PROVISIONAL (See instructions - Section C) X ANNUAL REASSIGNMENT	EMPLOYEL
seccial (Specify); SPECIAL (Specify);	
11. CATE REPORTING PERIOD (From- to-)	* , . : *
31 October 1972 1 Nov 71 - 31 Oct 72	
SECTION B' PERFORMANCE EVALUATION	
Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of could range from counseling to further training, to placing on probation, to reassignment or to separation. Describe a per proposed in Section C.	the action
M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remediate or recommended should be described.	lial actions
Perfeinnt Perfeimance is satisfactory. Depred results are being produced in the manner expected.	
S-Snong Performance is characterized by exceptional proficiency.	· ·
C-Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others do work as to warrant recognition.	ing similar
SPECIFIC DUTIES	
Liss up to six of the most important specific duties performed during the rating period. Insert rating latter which best de	
Income in which employee personns EACH specific cuty. Consider ONLY effectiveness in performance of that duty. All with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).	employees
securic curs so: (Note: DDIO is the closest qualification code to describe the world	QATING LETTER
of a Watch Officer) Prenares TD dissens from Intel Cables and releases them	1
to the U.S. Intel Community for the CS excediting their delivery by electrical	2
transmission when appropriate. Also dissems certain FI/D Cables.	
SPECIFIC OUT Y NO. 2	RATING
Consults with area division officers, as necessary in his judgment, regarding	S
risseminability of the info and to ensure adequate protection of sources and	
methods with minimum impairment to info reaching policy devels.	
SECURIC BUTY NO. 8"	RATING '
Reviews subdata and authentication statement in intel cables and deletes any	
sersitive operational data before any distribution is made. Effects distribution of the deleted portion within the DDP on a strict need to know basis.	
SHECKER COLTENO. 4	74711
Resos current on the general and special requirements of customer agencies	RATING LETTER
implieding the White House for cabled info, i.e., info on marcotics, hijacking,	S
erctection of U.S. and foreign dignitaries, etc.	1
SPECIFIC DUTY NO. 5 %	RATING LETTER
fter hours, grants clearances (in consultation with responsible area division)	LETTER
for the use of dissemed CS information in finished intel publications in a	
manner denied by dissemination controls	,
securic correct Maintains good working relations not only with BOP area divisions	RATING LETTER
and staff, but with Signal Center and Cable Secretariat at all levies to	
excedite the dissem of significant reports; works closely with CSDOs and SDOs to	S
kees one another alert to significant events.	
OVERALL PERFORMANCE IN CURRENT POSITION	RATING
The core account everything about the employee writer influences his effectiveness in his current position with as core	LETTER
to lance or specific duties, into its insurant and fire, cooperativeness, permient personal marts or highls, and particular limitations or falents. Based on your knowledge of employee's overall performance during the rating period,	
place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.	S
	I
605.01	

13CCTION C	MAKKWILLE COMMEN	· · · · · · · · · · · · · · · · · · ·
Indicate significant strengths or viverall performance. State sugges on lefting language competence, basts for determining future person in the use of personnel, space of the space of the informations on the IW local to the source of the informations on the IW local space of the informations of the IW local space of the informations of the IW local space of the IW loc	required for surrent possible. Applify or a neel oction. Manner of performance of more properties of more of performance of more of performance of more of perform with exceptional step increase in recognition a his supervisor in the Glandes have been particularly valuates of concern regarding the string many reports when in the opin the manner in which the report mation if the report fell in a cards which record the action cards which record the action	ole during this reporting period rict maintenance of operational aformation. Mr. Hicks has been infinion of IW officers, the author-rt is written would help to pinpoint unauthorized hands. Mr. Hicks on taken on each report indicate the
seriousness in which Mr	. Hicks approaches his daily	tasks and his contributions in lements of good reporting and the
need to comply with the	prescribed format:	nsulting on an Intel Cable prior to
its dissemination to the	e Intelligence Community is a	n essential element in the proper of a certain extent the Agency's
period, Mr. Hicks is no job. This together wit pressures inherent in a	withe IW officer with the mos high his maturity of Judgment an	W officers during this reporting t experience and continuity on the d ability to withstand the rigors an make Mr. Hicks a distinct asset in
the unit. The assignment carri	es no supervisory responsibil	ities and does not require any
segnifigant demonstrati	on of cost hones tous ness: CONVI	AENTS
1,	BY EMPLOYEE	
į CE	RTIFY THAT, I HAVE SEEN SECTIONS A. B. AI	ND C OF THIS REFORT
DATE	SIGNATURE OF EMPLOYEE Cillian	N. Keel
16 October 1972	Calvin W	, Hicks
2	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
38	; ;	<u> </u>
DATE	OFFICIAL TITLE OF SUPERVISOR	TYRED OR PRINTED NAME AND SIGNATURE
16 October 1972	C/FI/INT/IW	Joseph A. Procaccino
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL	•	•
I can add not	hing to this evaluation. of Mr. Hicks' work and ch	I share the rater's haracteristics.
•		
		*
•	•	•
3.		
•		
ATF.	CHICIAL TITLE OF HENIENING OFFICIAL	STEEL STEEL NAME AND LEAST AL
24 Oct. 1972	C/FI/INT	Thomas F. Thiele
24 UCL. 1972	 	
	SECRET	

1 3 1 to 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1					C 11.0	(Then F	ılled	In)				, , , , , , , , , , , , , , , , , , ,	<u> </u>
	:	•	×. •	FITUE	SS REP	ήρτ					EMPLOY	EE ŠERIAL	NUMBER
<u> </u>	<u></u> `	· · · · · · · · · · · · · · · · · · ·	1.5		VÈ.		٠				. 0	56361	<u> </u>
SECTION A	. 1,	• .		3 17		, GEI	HERA	L 3.5 19				1 2 - 11	- , "
1. NAME	(La	et)	- :	(Firet)	(//	(iddle)	4. DA	TE OF BIRTI	4 3. SE	×	4. GRADE	8. SD	
HICKS	,		CALV	IN W.	•	Single State of the State of th	18 N	ov. 1924	M		GS-13	D	
. OFFICIAL POS	ITION	TITLE	 -			44		F/DIV/BR OF	ASSIGN	MENT		NT STATIO	N:
WATCH OFF	LĈER		1			·	DDP	/FI/INT/	IW	;,	HEADO	ÚARTERS	A
S. CHECK INTYY			THENT		***		_	HECK IN TV		E POR 1			S
X CAREER		RESER		1	TEMPOR	ARV.	1	INITIAL			n é a	SSIGNMEN	TSUPERVISOR
CAREEN-P	ROVIE	1	17	petton's	1	· * * * * * * * * * * * * * * * * * * *	·.Y	ANNUAL	· ·				TEMPLOYEE
SPECIAL IS			\$4 34c	· · · ·			-	SPECIAL (S)	ne ilies	- e-1 _e	10 x 10 x 1	71	,
II. DATE REPORT						** **	18. 0	PORTING PE			(a-)		·
31 JANUARY							1	JANÚARY				70	in jeri, .
SECTION B	-71		. ''1	<u> </u>	PERF	ORMANC		LUATION"	بالات	COEM			
U-Unsahsfactory	Dá t	A 1 To	- 24	المامة					3 4		alia liba e te	71 a 2 a 2 a 2 a 2 a 2 a 2 a 2 a 2 a 2 a	e M 224/2 1
J-OHIGHTOCTORY	could	rmance is range fro opesed in	DUD COM	iseling, f	o further to	mis category aining, to pla	ciú 8 ou Ledaire	probation, to	reassigne	e reme	aidi action, to separatio	ne nature o m. Describe	oction taken
M-Marginal	Perfor	rmancè is	deficie	in som	ie aspects. I be described	he reasons fo	r assign	ing this rating	should b	a state	d in Section	C and remo	idial actions
P-Proficient					F- , .		oduced	in the manner o	enpeated.	· ·			1/52
S-Strong		_				al proficiency						٠,	· `. '
O-Outstanding	Perfor			ptional i	n relation to		•	work and in co	mparison	to the	peiformanc	e of others d	loing similar
		\	<u>`</u>			SPECIFI	C.DU	TIES	·r	 -			
		. 1		181		212 - 12 -						lak kara 4	
List up to six of the manner in which et with supervisory re	mploye	e perfor	ms ÉA	CH spa	citic duty	Consider	ONLY	effectivene	ss in pe	rformo	nce of the	t duty. Al	
882268 KEGSHE	•								-		-		RATING
TION CODE TO													LETTER
1109 0005 10	· DES	CRIDE	eres a	iii ch	, work	WAR W	1100	OF THE VERY	JFL	ÁLĹI,	, 50115	- ARE.	1.
Spec Dury No	1	Docasa		Ď A		TIONS -		ADLES ET	CÉO É	Neor	MATION	PEDADTE	s
SPEC:DUTY.No								COMMUNIT					
										LED1	LING DE	LIVERY	RATING LETTER
Spec During Ma								PPROPRIA		نوا	Cours		
SPEC. DUTY NO													P
INTERPRETING						~~~~~							
SPECIFIC DUTT NO	(Consul	τś Ά	REA D	DIVISIO	N OFFICE	RS,	AS NECES	SARY,	TO I	NSURE.	ÀDEQUAT	E LETTER
PROTECTION OF	FSOL	URCES	AND	METHO	OS WIT	H MINIMU	IM IM	PA I RMENT	TO TI	HE VA	ALUE OF	THE	
INFORMATION I							,					٠.	S
• • •		•									OU 1 6	0.06.	
SPECIFIC DUTY NO													
INTEL. COMMUN													
MATION; INCL													
NATED INFORMA		INF	INIS	HED I	NTELLI	SENCE PU	BLIC	ATIONS OF	N BEHA	ALF C	F FI/II	NT/RC.	S
SPECIFIC DUTY NO.		_				•		A		•	•		RATING LETTER
ADVISES AND													1
BASED ON INFO	TAMHO	100,0	THER	THAN					CABL	EŲ F	IEFD II	NFORMA-	
TION REPORTS;	AND	PROV	IDES	ADVI	01.30	CSDO ON	REQU	esr.					Р
PECIFIC DUTY NO.						,							RATING LETTER
FACILITATES A	ND M	ATHLA	INS	GOOD	WORKING	RELATI	ONS 1	ALTH THE	CABLE	SEC	RETARI	AT AND	
SIGNAL CENTER	RAT	ALL L	EVEL	s to	EXPEDIT	E DISSE	MINA	FION OF S	SIGNIF	I CAN	T REPO	RTS.	135.
	•											TALA	1
			OV	ERAL	L PERF	DRMANCE	IN C	URRENT P	OSITIO	N		7	30
-	~		· -	•	·						•		MATING
Take into account e	veryth	ing abou	ut the	employe	oo which i	nfluences h	is offe	ctiveness in	his cur	rent pe	sition su	ch as par-	LETTER
formance of specifi articular limitation	ic dut	ies, pro Sents.	Based	OR YOU	r knowled	ge of email	ovee"s	ss, pertinent our	formanc	nai fra o duri	ng the rat	irs, and ing period.	s
lace the letter in t													1
-				,				·			•		1 1
								-	GROUP 1				

TORM 45 OBSOLETE PREVIOUS EDITION

SECRET

Reviewed by Ur/SPD/PPI

_	_	_	_	_	-
R	•	~ ~			-

NARRATIVE COMMENTS.

Indicate stanificant strangths of weaknesses demonstrated a prent position keeping in proper perspective their relationship to overall performance. State suggestions made for Appendant work performance. Give recommendations for training. Comment on foreign language competence, it realized by covered fostition. Amplify or explain rathing given in Section B to provide best busis for determining future personnel Willow. Manger of personnel with the first owners in the use of personnel, space equipment and funds, must be commented on, it applicable. If extra space is needed to complete Section C; attach a separate wheel of paper. MAIL ROOM

THERE HAS BEEN NO CHANGE IN MR. HICKS! OVERALL PERFORMANCE FROM THE LAST RATING PERIOD . IT IS STILL CHARACTERIZED BY EXCEPTIONAL PROFICIENCY. HE CONTINUES TO BE A HIGHLY MOTIVATED, HARD-WORKING AND DEPENDABLE OFFICER.

Since Joining IW IN June 1967 HE HAS SERVED ON A ROTATING SCHEDULE WITH SEVEN OTHER OFFICERS DOING IDENTICAL WORK, THREE OF WHOM ARE CURRENTLY IN GRADE GS-14 AND ONE IN GRADE GS-15. THERE HAVE BEEN AS MANY AS FIVE GS-14 OFFICERS SERVING AT THE SAME TIME AS MR. HICKS. HE HAS, THEREFORE, BEEN PERFORMING DUTIES COMMENSURATE WITH A GRADE HIGHER THAN HIS PRESENT ONE.

HIS OUTGOING PERSONALITY AND EXTENSIVE KNOWLEDGE OF THE IW OPERATION HAS GAINED HIM THE CONFIDENCE AND RESPECT OF NOT ONLY HIS COLLEAGUES BUT ALSO OF THE NUMEROUS DIVI-SION REPRESENTATIVES WITH WHOM HE DEALS.

HE HAS NO SUPERVISORY DUTIES AND IS COST CONSCIOUS.

THERE HAS BEEN FREQUENT CONSULTATION WITH MR. HICKS CONCERNING THE PERFORMANCE OF

	and the second s	and the test section of the		*
SECTION D	CERTIFICATION AND COM	MENTS		
1. , ,	BY EMPLOYEE			
, · · ·	CERTIFY THAT I HAVE SEEN SECTIONS A. B. A	ND C OF THIS REPORT	ř	
DATE 31 DECEMBER 1970	SIGNATURE OF EMPLOYEE	· · · · · · · · · · · · · · · · · · ·		,
2.	BY SUPERVISOR		·	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXP	LANATION	:
16 MONTHS				•
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTE	O NAME AND SIGNA	TURE
31 DECEMBER 1970	Chief, Intelligence Watch		firence	
3.	BY REVIEWING OFFICIAL	() JOSEPH A	. PROCACCINO	
COMMENTS OF REVIEWING OFFICE	AL			

While I am physically separated from this officer and not in daily contact with him or his work, all secondary evidences are that this is a conservative but generally accurate evaluation.

	· '	· · · · · · · · · · · · · · · · · · ·
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED SALE AND SIGNAPURE
12 Jan 1971	C/FI/INT	Thomas F. Thele

Thomas F. Thiele

	· · ·						EMPLOYEE	SERIAL P	NUMBER
		FITHES	S REPORT				056	361	
SECTION A			GI	NERA	L			,	. :
I NAME	(Lant)	· (First)	(Middle)	2DA	TE OF BIRTH	J. SEX	4. GRADE	9. 3D	". · .
HIC	KS .	CALVIN		SN	ov1924	. M	GS-13	Ď.:	
6. OFFICIAL POS	TION TITLE	5.5%		7. OF	FIDIVIBR OF	ASSIGNMENT	. CURRENT	STATION	١, ,
WA1	CH OFFICER			il DDP	/FI/INT/IV	1	HEADQUA	RTERS	
	PE OF APPOINTME	NT, T		310. C	HECK (X) TYPE	OF REFORT			(-,
X CAREEN	PERENTE	Ţ.,	EMPONARY (17. 50	INITIAL		MEASS	GNMENT	BUPERVISOR
CAREEN.P	n set) jawoieivoi	atructions -3	eciton C) 🧸 🔌	X	ANNUÁL		REASS	IGNMENT	EMPLOYEE
SPECIAL IS	por ((y)) 🚉 🐪 🗼 🕕	- 1		11	SPECIAL (Spe	cHy):			```.,
IT DATE REPORT	DUE IN O.P.		1	148. 161	PORTING PER	IOD (From- 4	-)· '	4.5	
SECTION B	JANUARY 1970	<u> </u>	PERFORMANO		AUGUST -	31 DECEM	BER 1969	<u> </u>	* , , '+ C
12.		4341.4				27.4 .1			1 1 1
U-Unsatrifactory	eould range from a proposed in Sect	ounselin g, to f	ating in this categor urther training, to p	lacing on	probation, to re	positive remer assignment or	dial action. The lo separation: (nature of Describe o	the action ction taken
M-Marginal	Performance is deficient	cient in some o led should be	apects. The réasons described.	lor aisign	ing this rating sl	ould be stated	f in Section C	and remed	lial actions
P-Proficient	Performance is satis	fáctory. Desire	d results are being p	rodučed	in the manner ex	pested.	4		
S-Strong	Performance is char				1 1	* • .			
O-Outstanding	Performance is so ex work as to warrant s	ceptional in it pecial recogni	lation to requiremention.	ts of the	work and in com	parison to the	performance of	others do	ing similar
	1,		SPECIF	IC DU	TIES		<u></u>		1
manner in which er	he most important mployee performs l esponsibilities MU	EACH specif	lie duty. Conside	r CNL Y	effectiveness	in performa	nce of that d	uty. All	cribes the employees
NESSESSESSES	MM NOTE: TH	FRE IS N	OTHING IN TH	E CHE	CK LIST OF	FUNCTIO	ONS (CSI-	20-24)	RATING LETTER
WHI CH, ADEQUA	TELY COVERS !	Mr. Hičk:	S. THE CLOS	CST I	S REPORTS	OFFICER	ACTIVITI	ES	SETTEN.
	1PREPARES								
	BMA RELEASES ELECTRICAL TI					TY, EXPE	TING TH	EIR .	BATING!
	2RELEASES					S TO INTE	1 COMMUN	LTY.	<u> </u>
	BROAD FI/D								р.
	CONSULTS								RATING
	D INSURE ADEC								LETTER
	THE VALUE O								s
IMPATAMENT IC	INE VACUE ()	AL MOUNTAINOR IS	Eveni	NG POLICI	FEAFFT	-		, š
PECIFIC DUTY NO.	-4ADVISES A	ND ASSIS	TS ARCA DIV	ISLON	OFFICERS	OUBLNC O	EE-DUTY	HOURS	RATING LETTER
	RATION OF TO								LETTER
	COMING CABLES	**					,		ρ
INTINCO JII JIIC	JOHING CADLLE	111110	m canalica				•		
PECIFIC DUTY NO.	#SEEKS AND	RESPOND	S TO GUIDAN	CE CO	NCERNING T	HE MOST	EFFECTIVE	E	RATING
SERVICING OF	THE INTEL . Co	MMUNITY.	INCLUDING	THE W	HITE HOUSE	SITUATI	ON ROOM.	WITH	LETTER
CLANDESTINE S	ERVICE-ACQUI	RED INFO	RHATION AND	PROV	DES AFTER	-HOURS A	DVICE ON	DIS-	
SEMINATION PO	LICY AND PRO	CEDURES	TO THE CS/D	O ON	REQUEST.				S
	*FACILITAT					TIONS WI	TH CABLE		RATING
	NO SIGNAL CE							301-	LETTER
CANT REPORT	•		,						S
2 8 JA	H 107 - C								
a 9W	11 13/0 1	VERALL	PERFORMANC	E IN C	UKRENT PO	SITION			BAYING
ormance of specifi articular limitation	verything about thic duties, product is or talents. Basine rating box corre	ivity, condu ed on your l	ict on job, coope inowledge of emp	rativene loyee's	ts, pertinent overall perfo	personal tra rmance durin	its or habits, ng the rating	and pariod,	RATING LETTER S
	•		,						. 1

SECRET

45 - OBSOLETE PREVIOUS EDITIONS

Induded from accompany descripted by dod annual fundament

NARRATIOE COMMENTS

traicere significant strengths of madinesses demanstrated it adment pasition heaping in proper perspective their relation ship to everall performance. State suggestions made he improve on foreign language competence, it inquired her current und pertaimance. Give recommentation's for training. Comm Anul IV or explain ratings given in Section B to provide bess Te is at personnel, space, equipment and tunds, must be compared an supplication of application of applications of articles of applications of articles of a separate cheek at paper. Sous for Jefermining luture personnal action. Manner of be

NR. HICKS! PERFORMANCE DURING THE 35 WINTHS UNDER MY SUPERVISION HAS CONTINUED AT THE SAME HIGH LEVEL NOTED IN HIS CAST TO THES MAPORTON HE EXERCISES GREAT CARE AND ATTENTION TO THE MULTITUDE OF DETAILS ENTALLED IN THE PROCESSING OF INTEL CABLES. HE WITAS WELL UNDER PRESSURE AND IS CONSENTED AND TACTFUL IN DEALING WITH DIVISIONAL

HIS TOUR IN IW WILL BE EXTENDED FOR AWETHER TWO YEARS. HIS CONTINUED PRESENCE IN IN MILL BE OF MESTEMABLE VALUE TO NEW DEPLOERS WHO WILL BE JOINING THE INTELLI-GENCE WATCH AS OTHERS ARE REASSIGNED OR RETURE.

I STRONGLY RECOMEDE THAT HE BE RECOMMISSIONED FOR PROMOTION TO GS-14. THERE IS NO CUESTION THAT HE HAS BEEN PERFORMING AT THES LEVEL FOR A CONSIDERABLE PERIOD OF TINE.

There has been frequent consultation with Mr. Hicks concerning his performance of his duties. He has no supervisory duties and is cost-conscious.

	•	
SECTION D	CERTIFICATION AND COMME	INTS
t	BY ENTLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A. B. ANI	D C-OF THIS REPORT
JANUARY 1970	SIGNATURE OF ENPLOYEE	
	By SUPERVISOR	
CATES MY SUPERVISION	IP THIS REPORT HAS NOT BE ST SHOWN TO E	MPLOYEE, GIVE EXPLANATION :
3₺ мо.		
SATE	CHPICIAL TITCE OF SUPERINGE	TYPED OR PRINTED NAME AND SIGNATURE
JANUARY 1970	Chief/Intellisewie Watch	Dipl Ofromme
3.	BY REVIEWING OFFICIAL	/ JOSEPH A. PROCACCINO
CAMPAGNES OF MEMORING ACCOUNT		

I do not know Mr. Hicks well having been assigned to the FI staff only a relatively short period of time, plus the fact that direct contacts with officers of the Intelligence Watch are not always frequent owing to their schedules. I would concur however in the rating end marrative comments above in view of my knowledge of the smervisors.

OFFICIAL TITLE OF REVEWING OFFICIAL TYPED OR PRINT 20 January 1070 Deputy Chief, FI INT Vaymond Villemarette

	<u> </u>			(When.	Filled	10)	<u> </u>	* * 6 × * * * * * * * * * * * * * * * *	<u> </u>
		1	FITNE	SS REPORT	, e			056361	NUMBER.,
SECTION A	,	-	3,	GE	HERA	La Day	25		. ,
I NAME	(Lost,		(First)	(Middle)	, 2. 04	TE OF BIRTH	3. SE X	4. 68464 - 3. SO	
	HICKS	, c	ALVIN	W.	8.	NOV. 1924	M	GS-13 1)
. C. OFFICIAL POS	SITION.T	TLE			7. 09	P/DIV/BR OF	SSIGNMENT	B. CURRENT STATIO	a .
WATCH OF	FICER	2 2 1			FI	/INT/IW	٠, ٠	HEADQUARTERS.	
P CHECK (X)-TY	PE OF A	POINTMENT	· · .	. , . · j. ·	10. C	HECK (X) TYPE	OF REPOR	•	
XCAREER		RESERVE	3147	TEMPORARY	٠,	INITIAL	F. 1	X acressionnen	r Büğ Eğirinc
CAREER-P	ROVISIO	AL (See Instr	uctions	Section C)		ANNUAL	4 (5	## 4351GNUEN	EMPLOYE
SPECIAL (Specify): SPECIAL (Specify):									
IT. DATE REPORT	T DUE IN	O.P.			7.	EPORTING PER			•
						JAN, 1969	- 12 Au	c 1.569	· ·
SECTION B	<u> </u>		<u> </u>	PERFORMANC			······································	14. 1 11. 12	
W. Weak Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C. Performance meets all requirements. It is entirely satisfactory and is characterized meether by deficiency nor excellence. Performance is more than satisfactory. Desired results are being produced in a proficient manner.									
\$ - Strong			٠.	ed by exceptional p		•			
O - Outstanding	Perform	ance is so e	xceptio	nal in relation to re s to warrant special	quireme	nts of the work	and in com	parison to the perform	nance of
	Olumbia.	oorng similar	'wour' a						
				SPECIF	IC.DU	LIF2			
manner in which e	mpláyee esponsil	performs EA	CH spe	cific duty. Conside	ONLY	' offectiveness	in performe	g letter which beet de ince of that duty. All indictors superviseds.	l employees
VICE, EXPE	ES THE	M TO THE	u.s.		COM	UNITY FOR	THE CLA	MATION REPORTS NDESTINE SER- APPROPRIATE	10 \$
COMMUNITY, CABLES DIS	INTER	PRETICH I		IED CABLES AS INSTRUCTIONS					RATING LETTER
PECIFIC DUTY NO). 3 CC	NELLITE W	TH A	REA DIVISIÓN	DEETC	EDC NIDIAN	OFF-DU	TV HOUDS AS	RATING
	TO IN	SURE ADE	QUATE	PROTECTION OF INFORMATION	F SQU	RCES AND M	ETHODS 1	NUMINIM HTID	s
	AD PARATI	ON OF TD	DISSE	ISTS AREA DIV EMINATIONS BA FIELD REPORTS	SED O			OFF-DUTY HOURS OR THAN THAT	RATING LETTER
PECIFIC DUTY NO	. 3	F1/0 21:00 =							RATING
SERVICING C	OF THE	INTELLIG	ENCE	NDS TO GUIDANG COMMUNITY, IN E-ACQUIRED INF	CLUD	ING THE WH	ITE HOUS	E SITUATION	LETTER
Z				AND PROCEDU					'
PECIFIC DUTY NO									RATING LETTER
SECRETARIAT SIGNIFICANT	' AivD S	SIGNAL CE		MAINTAINS GOO AT ALL LEVELS					S
	130)		ERAI	L PERFORMANC	E IN C	URRENT PO	SITION		·
ake into account ormance of special	e legythir fic dutie n's or tal	ng about the c s, productivi ents. Based	mploye ty, con	e which influences duct on job, coape r knowledge of emp	his afforativene	octiveness in h	is current personal we rmance dura	og the rating period,	RATING LETTER
era tua lattat ju j	e retin	Tor Courast	onuing		ren mot	ir decurately to		evel of performance.	S

ORM 45 USE PREVIOUS EDITIONS

SECRET

Auded has available desired of and desired of the

F	CTION	 	

NARRATIVE COMMENTS

Indicate significant strength's or meaknesses demanistrated in current position keeping in proper perspective their relationship to average perspective their relationship to average personner. State suggestions made for improvement of work performance. Give recommendations for training. Comments on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best pasts for determining future personnel section. Manner of performance of managerial or supervisory duties and conscious ness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If a tra space is needed to complete Section C, attach a separate sheet of paper.

MR. HICKS HAS BEEN A WATCH OFFICER IN IW FOR NURE THANSTHIS BOARS AND IS A DEPENDABLE AND THOROUGHLY RELIABLE MEMBER OF THE TEAM. HE HAS A FINE OPERATIONAL BACKGROUND AND A REEN SENSE OF SECURITY. HIS JUDGMENT, IS VERY SOUND AND HE FAR EXCEED THE DEMANDS OF HIS POSITION IN THE EXTENT OF HIS COORDINATION WITH THE AREA DIVISIONS ON MATTERS WHERE HE FEELS THAT DIVISION JUDGMENT SHOULD BE BROUGHT TO BEAR ON AN INTELL CABLE. HE IS NETTED LOCALECT IN HIS APPROACH TO HIS DUTIES AND KNOWS HOW TO BALANCE CUSTOMER NEED FOR ENLIGHTENMENT ON SOURCES TO THE AGENCY'S REQUIREMENTS FOR SOURCE PROTECTION. HE STANDS UP WELL UNDER PRESSURE, IS COOPERATIVE AND CONGENIAL. HE HAS BEEN RECOMMENDED FOR PROMOTION TO GS-14 THREE TIMES DURING HIS TOUR IN IW AND IT IS REGRETTABLE THAT IT HAS NOT BEEN POSSIBLE TO PROMOTE HIM. HIS PERFORMANCE IS SIMILAR TO THAT OF HIS COLLEAGUES WHO ARE IN GRADE GS-14. NEITHER COST CONSCIOUSNESS NOR SUPERVISION IS A FACTOR IN HIS PERFORMANCE.

SECTION D	CERTIFICATION AND CO	MMENTS
1	BY EMPLOYEE	,
	CERTIFY THAT I HAVE SEEN SECTIONS A. B.	AND C OF THIS REPORT
12 AUGUST 1969	SIGNATURE OF EMPLOYEE	h. Wel.
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
21		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 august 1949	CHIEF FI/INT/IW	ENLAND I TARROLL
3.	BY REVIEWING OFFICE	
COMMENTS OF REVIEWING OFFICE	IAL	
	•	•
	•	
	,	
	A contract of the contract of	e de la companya del companya de la companya del companya de la co
1 8 AUG 1969 13 August 1969	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, FI/INT	T. L. Fever

SECRET

ECKEI

	and the second of the second		(⊕hen	Filled	701		<u> </u>	
		FITNE	SS REPORT		Sold Annual Control		EMPLOYEE SERIAL N	UVBER ,
							056361	
SECTION A	71		ĢE	NERA	<u>.C.</u>		3	٠,
1. NAME	(Lait) ,	(Figet)	(Middle)	1.0	TE OF BIRTH	J. 9E X	4. GRADE 13. 30	٠,
	∷‼IĴKS.	Celvin		ξ.	7ev. 1924	1	G: -13	2
6. OFFICIAL PO	SITION TITLE		; '',		FFOUNDE OF	ASSIGNMENT	1	1
	Tate Ord		<u> </u>	<u> </u>	I/IE/IE	<u> </u>	l'ac.	<u> </u>
	PE OF APPOINTME	NT.	<u> </u>	110.0	HECK (X) TYP	E OF REPOR		
X CAREER	RESERVE		TEMPORARY,		INITIAL		REASSIGNMENT	
******	ROVISIONAL (See H	etructione	Söction C)		ANNUAL		REASSIGNMENT	
SPECIAL (; ' ' —		λ	EPORTING PE		orotion Submis	sion
DATE REPOR	T DOE IN O.P.	* * * *			,	,	28 Serch 19(9	, ,
SECTION B			PERFORMANO			1.63 =	ac saret 1503	
W - <u>Weak</u> A - <u>Adequate</u>	positive remedia probation, to rea Parformance mee	l action: T isignm ent	he nature of the ac or to separation.	tion ca Describ	uld range from e action taken	counseling, or proposed	Arasing in this catego to further training, to in Section C. ized neither by deficie	placing on
D 0465	excellence.							
P - Proficient S - Strong		•	atisfactory. Desire ed by exceptional p			oduced in a	proficient manner.	4.
O - Outstanding		· · · · · ·			* ⁻ * •	k and in con	parison to the perform	once of
-			s to warrant specia					
	· · · · · · · · · · · · · · · · · · ·		SPECIF	IC DU	TIES		· · · · · · · · · · · · · · · · · · ·	
nanner in which e with supervisory	employee performs responsibilities Mi	EACH SPO	cific duty. Conside	ONL	Y offactivenes	s in performe	g letter which best de ince of that duty. All apployees supervised).	employees
	rrepares es them to ti	e U.S.	intelligence	COM	unity for	the Clai	nation reports ndestine Ser- appropriates	RATING
community,	interpreting	JETOED	IM cables as instructions	diss	eminations	s to the various o	intelligence categories of	RATING LETTER
necessary,	to insure ad	equate	er dimision of protection of information	: scu	rces and n	nethods w	ith minimum	RATING LETTER S
	paration of T	D dirse	dists area diversimations bas dield reports.	ed o	n officers n informat	during ion otne	off-duty hours or than that	RATING LETTER P
servicing o Foom, with advice on d	servicing of the intelligence community, including the white House Situation foom, with Clandestine Service-acquired information and provides after-hours advice on dissemination policy and procedures to the CDD on request.							
PECIFIC DUTY NO	Pacilitat	es and :	maintains goo	d wor	king rela	tions wi	th Cable	RATING LETTER
Secretariat significant	and Signal	Center	at all levels	to e	expedite d	issemina	tion of	S
		OVERAL	L PERFORMANC	E IN.	URRENT PO	OSITION	·····	
OVERALL PERFORMANCE IN CURRENT POSITION Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER		
•	,				, ,			

SECRET

	(When Filled In)	The state of the s
SECTION C	NARRATIVE COMMEN	ITS and the second seco
overal performance. Stoje sugge- on loveral performance. Stoje sugge- tom loveral basis for determining future perso- in the use of personnel, spoce, at Section C. dividit of separate shoe reliable member of the and a sense of operati sound judgment on diss of problem cases and i ment of the reader and	sign mode for improvement of work perform in required for current position. Amplify or, made action. Manner of performance of mono signification. Manner of performance of mono it of poper. In with In for almost 2 years at team. He brings to his vor- lens! security which is of gre- semination matters. He has an is imaginative in his approach the opposite extreme of lax meticulous in his work, leve	h keeping in proper perspective their relationship to some. Give recommendations for training. Comment explain ratings given in Section B to provide best operation of supervisory duties and cost consciousness of opplicable. If extra space is needed to complete the supervisory duties and thoroughly and is a dependable and thoroughly and is a dependable and thoroughly a fine operational background eat assistence in the exercise of a instinct for prompt recognition to problems of under-enlightensource protection.
equally important dens	nds for source protection.	e stands up well under pressure,
is exoperative and con	gerial with his colleagues ar	xd with the divisional personnel
with whom he is in con	ract.	
,		
Neither cost cons	ciousness nor supervision is	e factor in his performance.
* **		

	•	
i ·		
SECTION D	CERTIFICATION AND COM	AENTS
l.	BY EMPLOYEE	·
	ertify that I have seen sections a, b, a	NO C OF THIS REPORT
28 March 1060	SIGNATURE OF EMPLOYEE	
so raren 1.c.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION	,	•
16		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
25 1/200	CLA O DY /TIM /TI	Ein wit Kamel
28 March 1969	Chief, FI/IT/II	award J Carroll
DIMENTS OF REVIEWING OFFICIAL		
judgment of the sur the performance of contacts as I have	is report primerily on the ba ervisor, as I have had no opp individual officers in the In had with Mr. Hicks have tende satisfied that he is performi	cortunity to evaluate closely relligence latch. Such direct d to confirm the overall reting
	, , , , , , , , , , , , , , , , , , , ,	
	•	
· ·		
412	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
29 Parch 1060	Whief, FI/INT	T. L. Beyer
		*• belgi
	SECRET	

كمنتنت م كيينانك	<u> </u>		· · · ·		<u>ــنــ</u>	. (10)	hen F	illed	[7].	•				· · ·		
3 14	\$2		FIT	NES	SRF	PORT			•	٠.		EMP	LOYEE	SERIA	LNUM	IĒR .
		٠.	. 2							′ `		1	r Ve s	· · ·	1	
SECTION A				7.	<u> </u>		GEI	IERA	L		 		6361			,
11 NAME	(Les	0	- (F#	a1)		(Middle)			TE OF B	IRTH	3. SEX	4. GF	ADE	5. 50	`.	
HICKS		,	CALVI	N : -	W		٠,٠	SI	VOV. 24	٠	M	GS	-13	D	•	
8. OFFICIAL POS		ITLE					.1	7. 05			SSIGNMEN		RRENT	STATI	ION	
WATCH	OFF	CER		, -	- '.		٠,.	DOF	2/E1/11	NŤŽII	w .	⊥но	s i		* 1 ->	
P. CHECK, (X) T.Y			MENT.		,		, ,,				OF REPO					.;
CAREER		RESERV	/E	- 1,	FÈMPO	Y ÑA Ņ	f (1	INITIAL				REAS	IIQNME	NTSUP	ENVISOR
CARLERIO	ROVISIO	NAL, (SP	e instructi	on's - S	Section	(C)		ιX	ANNUAL			1.	BAZAS	IGNME	NTEM	FOAKE.
SPECIÁL (S	pecity):	5	ا بنا الم	;	`		3.5	7	SPECIAL	L (Spec	:ifý):					
II. DATE REPORT	DUE I	N O.P.					- 1. '. '	12. R	EPORTIN	G PER	IOD (From-	to-)	٠ :		1,2	
30 NO	V 197	11			,, '-	<u> </u>	·	<u>:</u> :			LÓCT 1	971	.1.			
SECTION B		· ·	<u> </u>	·	PE	RFORM.	ANC	E EVA	LUATI	ON	, ,	· .				
U-Unsatisfactory	could	rangé fro									positive rèn ossignment o					
M-Marginal			deficient in nended sho				sons fo	t atrigu	ing this ro	ating-sh	ould be state	ted in Se	chon C	and rea	medial a	ctions
P-Proficient	Perfor	mance is s	satisfactory	. Desir	ed resu	lts are be	ing pro	duced	in the man	ner exp	pected.		İ		•	. `
S-Strong	Perfor	mance is	characterizi	ed by	ezcepti	ional prof	ficiency				_	-	1			I
O-Outstanding			so exception			to requir	ement	of the	work.and	in com	parison to th	e perfor	nance (of others	s doing s	imilar.
				<u> </u>		SPE	CIFI	C DU	TIES							
List up to six of the manner in which en with supervisory re	mploye	e perfor	n's EACH	spaci	fic du	ity.`Coń	isider	ONLY	offectiv	eness	in perform	iance of	that	dutý.	All emp	
******			/ \		·—											ATING
XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX					HE C	LOSEST	TQU	ALIF	ICATIO	M CO	DE TO D	ESCRI	BE 1	ΉE	- 10	ETTER
			OFFICE									🕳			-	- 1
1: PREPARES														EL.	- 1	_
COMMUNITY FO													TON			S. ATING
**********														1001		TIER
2: CONSULTS															NG	
DISSEMINABIL												200KC	£5 A	ŅD.		ĺ
METHODS WITH											T IN IN	TEI C	ARIE	C ANI	- 12	ATING
DELETES ANY	134					•								FFEC	- I LI	TTER
DISTRIBUTION			•										-		'3	- 1
BASIS.	· 01.	ITIL UL	LL ILD	FUK	ILON	MI (1)11	114 17	ייב טו	JE UN A	м эц	KICI NE	בט וכ	KINO	***	٥	
SPECIFIC DUTY NO	0. 4 V	EDC C	LIDDENIE	ONI	THE	CENIED	A)	NID Ó	DECIA	DE	OUIREME	NITC C	E CU	C TOME	D R	TING
AGENCIES INC															-	TTER
HIJACKING, P												1000	yı ic	7,	s	- 1
monacino, i	KOIL	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0.0.5	. ~		JILL I GIV	DI	J11 12	ردعانه		•				3	ı
SPECIFIC DUTY NO	. 5 AF	TER H	IOURS	CPAN	ITS (TEΔPA	NICES	CIN	CONSI	η ΤΔ΄	TION WI	TH DE	CDON	CIRIE		TING
AREA DIVISIO	_							-							-	TTER
TIONS IN A M						r						11412		oc. i cr	` s	- 1
		DEIT		013	, J.L., 12			- 11111	,,,,		•					.
PECIFIC DUTY NO.	. 6 MA	INTAI	NS GOO	o wo	RKIN	G REL	ATIC	NS N	INO TO	Y W	TH DDP	ΔRFΔ			RA	TING
DIVISIONS AN	D STA	FF 8	HT WIT	4 51	CNIAI	CENT	FR A	תאם ר	ARIF 9	FCRE	TAPIAT	AT A		FVFIG	. "	TTER
TO EXPEDITE																- 1
TO KEEP ONE									المربح ود	.001.0	*****	WD0	20%	, ,,,,	ء اد	ļ
									URREN	T PO	SITION		1124	1		
													t			TING
Take into account (formance of specif particular limitation	fic duti ns of to	ies, prod Jents. (ducțivity, Based on	your	know	n job, ci ledge of	emp	oyee":	oss, pert s overall	inent perfe	personal i	traits or	habit o ratir	s, and	00,	5
lace the letter in t		ng box c	orre spone	sing t	o the	statemer	nt whi	ch mo	at accura	tely re	offocts his	level c	i perf	ormane	• '	- 1
		/ 1	•							,	20021				1	- 1

SECRET

Embudad From pulpase depungrading and declarations

	Caren Filled de	
SECTION C	NARRATIVE COM	MENTS
overall performance." State sugge	stions made for improvement of work PPI	nition keeping in proper perspective their relationship to Harmanice. Give recommendations for training. Comment or explain ratings given in Section B to provide best managerial or supervisory duties and cast consciousness on, it applicable. If extra space is needed to complete
section C, arrach a separate since	or paper. MR, HICKS CONTINUE	on: If applicable. If eatro space is needed to complete S. TO, TURN IN AN EXCELLENT ALL AROUND PROFESSIONAL JUDGMENT: IN CARRYING OU
PLEASANT I DEALING WI	TH PEOPLE OF ALL LEVELS.	WILLED AND STRAIGHTFORWARD BUT VERY
MR. HICKS HAS BEEN MOS "OF THE INTEL CABLES, F WHICH MAY PRESENT A SE OF THE INFORMATION.	T EFFECTIVE IN MAINTAINING ARTICULARLY THE AUTHENTICA CURITY HAZARD TO THE SOURC	PORTS MAY FALL IN UNAUTHORIZED HANDS, SECURITY DISCIPLINE IN THE REVIEW ATION STATEMENTS TO IMSURE THAT ANY DA SE, IS OMITTED FROM THE DISSEMINATION
FORMANCE HAS BEEN CONS	ISTENTLY CHARACTERIZED BY	H SINCE JUNE 1967. HIS OVERALL PER- EXCEPTIONAL PROFICIENCY. HE HAS FOR E WITH A GRADE HIGHER THAN HIS PRESENT
ONE. A CONCERTED EFFO	RT SHOULD BE MADE TO PROMO INTELLIGENCE WATCH OFFICE	TE HIM TO A GS-14. HE HAS BEEN PUT
WITH THE RETIREM WILL BE THE IW OFFICER	ENT AND REASSIGNMENT OF SE	VERAL IW OFFICERS, BY NEXT YEAR, HE ON THE JOB. THIS WILL BE A GREAT ASSE
ATTACHED TO THES FI	TNESS REPORT IS A RECENTLY	O WILL PROFIT FROM HIS EXPERIENCE. PREPARED POSITION DESCRIPTION OF AN
HELP TO BETTER APPRECIA	ATE THE IMPORTANCE THAT THE	Y RESPECT. THIS DESCRIPTION SHOULD EDDP ATTACHES TO THE FUNCTION AND
IT IS NOT EASY TO F	IND SUITABLE OFFICERS TO SE	COPE AND COMPLEXITY OF THE WORK. ERVE IN IW. IT CALLS FOR INDIVIDUALS
WHO ARE HIGHLY MOTIVATE	ED, WITH MATURITY OF JUDGME	ENT, TEMPERAMENT, MANNER AND BEARING
		ALL TO MAINTAIN CORDIAL RELATIONS
SECTION D	CERTIFICATION AND C	DMMENTS SEE ATTACHED PAGE
1.	RTIFY THAT I HAVE SEEN SECTIONS A.	AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	
28 Oct. 1971	Calvin W. Hicks	Calvin N. Sick
	BY SUPERVISOR	TA SHOLAVES CILS SABI ANATION
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOTEE, GIVE EXPLANATION
26	OFFICIAL TITLE OF SUPERVISOR	TY GED OR PRINTED NAME AND SIGNATURE
	OFFICIAL TITLE OF SUPERIAISON	Jourlateranins
28 OCTOBER 1971	C/FI/INT/IW	JOSEPH A. PROCACCINO
).	BY REVIEWING OFFIC	IAL
COMMENTS OF REVIEWING OFFICIAL		•
	rse the ratings and th	
continue to try to	o promote Mr. Hicks in	recognition of his

290871 C/F//Swd SECRET CALVIN HICKS, SECTION C CONTINUED

WITH PEOPLE AT ALL LEVELS IN EXPEDITING THE DISSEMINATION OF INTEL CABLES ON A 24-HOUR BASIS.

THE ASSIGNMENT CARRIES NO SUPERVISORY RESPONSIBILITIES AND DOES NOT REQUIRE ANY SIGNIFICANT DEMONSTRATION OF COST CONSCIOUSNESS.

THERE BEEN FREQUENT CONSULTATIONS WITH MR. HICKS CONCERNING THE PERFORMANCE OF HIS DUTIES.

CHIEF/INTELLIGENCE WATCH

	CREI	
	EMPLOYEE SERIAL N	VMB ER
FITNESS REPORT	056361	
CECTION A		· · · · · · · · · · · · · · · · · · ·
SECTION'A GE	NERAL	
HICKS CALVIN W.	8 NOV 1924 M GS-13 D	
6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT & CURRENT STATION	<u> </u>
WATCH OFFICER	FI/INT/IW HOS	
P. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REPORT	, ,
X CANRER IN RESERVE	INITIAL TO THE PROPERTY	SOPENA POR
CAREER PROVISIONAL (See Instructions - Section C)	ANNUAL	
SPECIAL (Specify):	X SPECIAL (Specify): PROMOTION SUBMISS	ION
III. DATE REPORT DUE IN O.P.	1 DECD/BER 1967-24 OCTOBER 1968	, , ,
SECTION B PERFORMANC	E-EVALUATION	
	slightly less than satisfactory. A rating in this categor	v requires
positive remedial action. The nature of the act	ion could range from counseling, to further training, to s	placing on
probation, to reassignment or to separation. D	escribe action taken or proposed in Section C. ely satisfactory and is characterized neither by deficie	
A - Adaquate Parformance moets all requirements. It is entir excellence.	ery surrence by done is characterized neither by deficie	ncy nor
P - Proficient Performance is more than sailsfactory. Desired	results are being produced in a proficient manner.	
S'- Strong Performance is characterized by exceptional pro-		
O - <u>Quistanding</u> Performance is so exceptional in relation to red others doing similar work as to warrant special	purements of the work and in comparison to the performa	once of
	IC DUTIES	
List up to six of the most important specific duties performed during manner in which employee performs EACH specific duty. Consider	ONLY effectiveness in performance of that duty. All	
with supervisory responsibilities MUST be rated on their ability to	supervise (indicate number of employees supervised).	
SPECIFIC DUTY NO. 1 PREPARES TO DISSEMINATIONS FR	OM CABLED FIELD INFORMATION REPORTS	RATING LETTER
AND RELEASES THEM TO THE U.S. INTELLIGENCE		10
ICES, EXPEDITING THEIR DELIVERY BY ELECTRIC	AL TRANSMISSION WHEN APPROPRIATE.	S
SPECIFIC DUTY NO. 2		RATING
COMMUNITY, INTERPRETING BROAD INSTRUCTIONS	DISSEMINATIONS TO THE INTELLIGENCE	LETTER
CABLES DISSEMINATED.	FROM 1170 ON VARIOUS CATEGORIES OF	ρ.
		· ,
CONSULTS WITH AREA DIVISION OF	FFICERS DURING OFF-DUTY HOURS, AS	RATING LETTER
NECESSARY, TO INSURE ADEQUATE PROTECTION OF		ŀ
IMPAIRMENT TO THE VALUE OF THE INFORMATION I	REACHING POLICY LEVELS.	S
PECIFIC DUTY NO. 4		RATING .
ADVISES AND ASSISTS AREA DIVIS	SION OFFICERS DURING OFF-DUTY HOURS	CETTER
IN THE PREPARATION OF TO DISSEMINATIONS BASE	ED ON INFORMATION OTHER THAN THAT	Р
CONTAINED IN INCOMING CABLED FIELD REPORTS.		
PECIFIC DUTY NO. 8 SEEKS AND RESPONDS TO GUIDANCE	CONCERNING THE MOST EFFECTIVE SERV-	RATING LETTER
ICING OF THE INTELLIGENCE COMMUNITY, INCLUDI	NG THE WHITE HOUSE SITUATION ROOM,	J
WITH CLANDESTINE SERVICES-ACQUIRED INFORMATI		S
ON DISSEMINATION POLICY AND PROCEDURES TO TH	HE COLO UPON REQUEST.	RATING
	WORKING RELATIONS WITH CABLE SEC-	LETTER
RETARIAT AT ALL LEVELS TO EXPEDITE DISSEMINA		s
the contract of the section of the property of depth of the section of the sectio	The state of the s	_
OVERALL PERFORMANCE	IN CURRENT POSITION	
also late appoint quantillan about the small for this to the	Kin office lives a la bio common fair and a series	RATING LETTER
ake into account everything about the employee which influences i ermance of specific duties, productivity, conduct on job, cooper	ativeness, pertinent personal traits or habits, and	_ 1
articular limitations or talents. Based on your knowledge of emp lace the letter in the rating box corresponding to the statement whi		S
	The second of th	J
	GPOVP 1	

FORM AS HEE PRÉVIOUS EDITIONS

SECRET

GPOVP 1 Excluded from purper decomprosing the decimalizates to

NARRATIVE COMMENTS

Indicate significant strongths or weaknesses demonstrated in custom position heeping in proper perspective their relation thip to overall performance. State nuggestions made for improvement of work performance. Give recognished from the relation of the performance of the recognished for the results of the

Nov 7 1 41 PH '68

MR. HICKS HAS COMPLETED HIS APPRENTICESHIP AND ADVANCED BY GRADUAL STAGES FROM ADEQUATE TO PROFICIENT TO THE POINT WHERE HIS OVERALL MAREQUIANCE MUST BE DESCRIBED. AS STRONG HE BRINGS TO HIS WORK A FINE OPERATIONAL AND PARAMILITARY BACKGROUND AND HE HAS ADJUSTED QUICALY AND EFFECTIVELY FROM THE OUTDOOR ACTIVE LIFE TO THE DIF-DISSEMINATIONS WHICH OFTEN INVOLVE TWO OR MORE AREA DIVISIONS. HE IS ALERT TO OPE-RATIONAL DETAILS WHICH OCCASIONALLY SLIP INTO THE INTELLIGENCE PORTIONS OF CABLED TRAFFIC. Mr. HICKS IS A REAL PROFESSIONAL IN THE BEST, SENSE OF THE WORD. HE IS CAREFUL, THOROUGH, AND VERY PERSISTENT IN MAKING CERTAIN THAT INTELLIGENCE IS HANDLED CORRECTLY. HE IS COURTEOUS AND PATIENT IN DEALING WITH PEOPLE. HE STANDS UP WELL UNDER PRESSURE AND IS COMPLETELY DEPENDABLE.

NEITHER COST CONSCIOUSNESS NOR SUPERVISORY RESPONSIBILITIES IS INVOLVED IN MR. HICKS! PRESENT POSITION.

SECTION D	CERTIFICATION AND COM	IENT\$
1.	BY EMPLOYEE	
	ERTIFY THAT I HAVE SEEN SECTIONS À, B, AI	ND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE	1
24 Остовен 1968	1 Caller No Me	<i>G</i>
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
11		· · · · ·
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
24 October 1968	CHIEF, FI/INT/IW	Edward Litassell
3.	BY REVIEWING OFFICIAL	· ·
and the hi	is of the fine performanc gh regard for the judgmen the above evaluation,	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
25 OCTOBER 1968	DC/FI	ROBEST S. ANDERSEN
-	SECRET	

	FITNESS	REPORT			05	6361
ECTION A		GI	ENERAL			- J-,
- NAMÉ	(Leed) (First)	(Middle)	. Z. DATE OF	BIRTH. 3. 80	M 4. GRADE	9. 10
H H	CALVIN .	₩.,	3 Nov 1	924 - 1	M - GS-13	D .
OFFICIAL POS	HTAN TITLE	n,	7. OFF/DIV	BR'OF ASSIG	MENT S. CURREN	T STATION
13 1 W	ATCH OFFICER :	<u></u>	DOP/FI	ENT IWA	Has.	4
CHECK (X) TY	PE OF MEROINTHENT	and the state of	10. CHECK	(X) TYPE OF R	EPORT	· · · · · · · · ·
CARER		MPORARY	in the military			SIGNWENT SÜPERY
	ROVERNAL (See Instructions - Sec	tion C)	X		A CAL	HIGHMENT EMPLO
- SPECIAL (S				IAL (Spacify):		
DATE REPORT	TOUE IN O.P.		1 14 12	THE 31 L	DECEMBER 196	7
CTION B	<u> </u>	PERFORMAN	CE EVALUA	TION		• •
V - Weak - Adequate	Ferfermance ranges from wholly scale to remodial action. The reputation, to reassignment of the Berkermance meets all requirem	nature of the ac to separation.	tion could ran Describe actio	ge from couns on taken ar pro	eling, to further tr posed in Section (aining, to placing C.
• Proficient	Parternance is more than settle			being produce	d in a proficient m	ianner.
S - Strong C - Outstanding	Performance is characterized by Performance is so exceptional i smers doing similar work as to	in relation to re	quiraments of	the work and	in comparison to s	he performance of
			IC DUTIES	 `	 	
ECIFIC DUTY N	espensibilities MUST be rated or o. 1			, ,		- GATI LETT
	SEE NOTE ON RE	EVERSE SIDE	OF THIS	FORM.		
CIPIC OUTY NO	×4				1 '	RATI
•	•	*			1	E
		•		٠	:· :	
CIFIC DUTY NO	x *	-	-	-	: •	LETT
			•		:	
•						
CIFIC DUTY NO	× 4	· · · · · ·				RATIF
•	•				•	CETT
				ř	•	
				<u> </u>		
CIFIC DUTY 45	. 9					AATIN LETTI
			,	'		
				;	•	
12/8/14					: ()	LETTI
AT	,	,		. 1 : ;		
<u>u</u>	21/52/11	50505	5 111 611000			
	OYERALL P	ERFORMANC	E IN CURRE	HI POSITIO	JN	PATIN
iance of special icular limitation	everything about the employee which duties, productivity, conductivity, conductivity or talents. Based on your know rating box corresponding to the	t on job, coope owledge of em	rativaness, p ployee's aver	ertinent perso all performanc	nat traits or habit à during the ratio	h as per- is, and ng period.
			- Par			
			,	980W 1	—	

FORM 45 USE PRESIQUE EDITIONS

SECRET

Enduded from cores deprehensions and derivations

	SECRET	
SECTION C	NARRATIVE COMM	EMA: III
overall declarmance. Store augu	gestions made ter instavoiment of work perfo i, if required to surveit position. Amplify i sonnel action, "guings of performance of the squipment and turish," myst be commented of	tion heaping in proper sempective their relationship to promone. Give recommendations for training. Comment of a single provide best and cost consciousness in it applicates the complete of the provide best
		MAIL ROOM
SUCH SHO	SOMENT AS OFFET/IW, EFFECTIVE PRES DURATION THAT I CANNOT AT THE IN GENERAL AGREEMENT THERES	13 NOVEMBER 1907, HAS BEEN OF, THIS TIME AND ANYTHING-EXCEPT
FOR Mr.	HICKS SUBMITTED BY MY PREDECE PERSON 5 LYNE THROUGH 12 Nove	ESSOR. MR. RICHARD, A. FULLER.
,		
ĺ		
	•	$(x,y) = \{x \in \mathcal{F}_{G_{p}} : x \in \mathcal{F}_{G_{p}}\}$
* * *		
•		
•		
-		
SECTION D	CERTIFICATION AND COL	AMENTS
1	BY EMPLOYEE CERTIFY THEFT HAVE SEEN SECTIONS A. B.	AND C OF THE OFFICE
DATE 14 fam 1968	SIGNATURE OF EMPLOYEE	il.
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REMORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
1½ MO.		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12 JAN 1968	Q+1EF/IW	English & Courses
3.	BY REVIEWING OFFICIA	
OMMENTS OF REVIEWING OFFICIA	,L	
· · · · · · · · · · · · · · · · · · ·		
,	•	
•	•	•
•		
1		
		•
ATE	OFFICAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
1 2 117 939	CHIEF, FI/INT	Liseen M. Donel
	T GHILE FIZINI	

CHIEF, FI/INT

		FITNE	SS REPORT			O56361	NUMBER
SECTION A	· · · · · · · · · · · · · · · · · · ·		CEI	IERAL	 		
I. NAME	- (Last)	(First)	(Middle)	2. DATE OF BIRTH	3. 3EX	4. ORADE 3. 50	
	CKS	CALVIN		8 Nov 1924	м	GS-13 . D	*
. OFFICEAL POS					SSIGNMENT	. CURRENT STATIO	
	TCH OFFIC	ÉR		FI/INT/IW		Hos.	* * *. *. *
S. CHECALAL TYP			3.5	10. CHECK IXI.T YPE	OF REPORT		
X- ICABEER.	RESER		TEMPORARY	INITIAL		X - REASSIGNMENT	PERVISOR
CAPERNIPE	OVISIONAL (S	ee Instructions	- Section C)	YE ANNUAL.	7 4 4 1 2	REASSIGNUEN	TEMPLOYEE
SEELIAL IS	pecify):		1, 1, 1, 1	SPECIAL ISPOC	Hý):		, ,
II. DATE SEPORT	DUE IN O.P.			12. REPORTING PER	OD (Ffum- 1	0-)	<i>i</i> .
31	January	r 1968:		.5 June 1967	- 12 No	VEMBER 1967 .	
SECTION B	1		PERFORMANCE	E EVALUATION			1,
W - Mesk	positive remedial action. The nature of the action could range from counseling, to further training, to placing probation, to reassignment or to separation. Describe action taken or proposed in Section C.						placing on
P - Proficient	excellence.	la mora shan s	ntiafactory Desired	results are being pro	ومحلا المصابات	rafisiont manne	
S - Serving	ł.	. 3	ed by exceptional pro	11 14 .	40000 111 0 1	A DATE THE WOLF HOLE	4
0 - Questanding				vironants of the work	ānd in com	nations to the median	
O · COP STATISTING	others doing	similar work a	s to warrant special	ecognition.	ond in com	portson to the parton	manca of
	7		SPECIFI	C DUTIES			
manner iin which er with supervisory re	iss up to sex of the most important specific duties performed during the rating period. Insert rating letter which best describes the cannot in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised). PECIFIC DUTY NO. I PREPARES TO DISSEMINATIONS FROM CABLED FIELD INFORMATION REPORTS RATING TETTER.						
AND RELEASES ICES, EXPEDI	S THEM TO	THE U.S.	INTELLIGENCE (Y BY ELECTRICA	COMMUNITY FOR T L TRANSMISSION	HE CLANG	PROPRIATE.	P
	NTERPRETI			ROM FI/D ON VA			P
NECESTARY, T	O INSURE	ADEQUATE	PROTECTION OF	FICERS CURING SOURCES AND ME EACHING POLICY	THOOS WE	TH MINIMUM	RATING LETTER
				- 			
				ION OFFICERS D			RATING LETTER
			HELD REPORTS.	D ON INFORMATI	ON OTHER	THAN THAT	р.
PECIFIC DUTY NO.	SEEKS A	ND RESPON	DS TO GUIDANCE	CONCERNING TH	E MOST E	FFECTIVE SERV	RATING
IGING OF THE	INTELLIG	ENCE COMM	UNITY, INCLUDI	NG THE WHITE H	OUSE SIT	UATION ROOM,	COLLER
WITH CLANDES	TINE SERV	I CES-ACQU	RED INFORMATI	ON AND PROVIDE	S AFTER-	HOURS ADVICE	Р
ON SISSEMINA	TION POLI	CY AND PR	CEDURES TO TH	E CSDO ON REQUI	EST.		
PECIFIC DUTY NO.				·			RATING
•	FACILIT	ATES AND	MAINTAINS GOOD	WORKING RELAT	ONS WIT	H CABLE SEC-	LETTER
RETARIAT AT	ALL LEVEL	S TO EXPE	TE DISSEMINA	TION OF SIGNIF	CANT RE	PORTS.	S
258 9	0 1111- 1007	OVERAL	I PERFORMANCE	IN CHEPENT BO	MOITIZ		
RATIM						RATING LETTER	

ORM 45 USE PREVIOUS EDITIONS

SECRET

GROUP 1 aduded from purpose do-reproduce and

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in carrent position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of werk performance. Since recommendations for training Commendations for training Commendations for training Commendations on foreign language competence, if required for current position. Amplify or explain retings given in Section B to provide best basis for determining lyture personnel action. Manner of performance of managerici or supervisory, duties and cost consciousness in the use of personnel space, equipment and funds, must be commented in the first space is needed to complete Section C. attach a separate sheet of paper.

No. Hicks Tenure in IW-has been training Training A Real Evaluation of his performance. Normally, an experienced of proper.

PLUS ABOUT THE SAME AMOUNT OF TIME ON SHIET BEFORE HE IS READY TO COPE, WITHOUT STRONG SUPPORT OF SUPERVISION, WITH ALL THE PROBLEMS GONNECTED WITH THIS ASSIGNMENT. MR. HICKS JOINED THE UNIT ON 5 JUNE, COMPLETED A SHORTENED OUT PERIOD AND HAS BEEN ON SHIFT ONLY SINCE LATE SUMMER. HE HAS APPLIED HINSELF WITH DILIGENCE TO LEARNING THE PRINCIPLES AND TECHNIQUES OF TO DISSEMINATIONS FROM CABLED FIELD INFORMATION REPORTS. ALTHOUGH EXPERIENCED OPERATIONALLY, HE HAS QUITE NATURALLY LACKED THE DETAILED KNOWLEDGE THAT THIS JOB REQUIRES. HE HAS MADE VERY GRATIFYING PROGRESS, BUT HE STILL MUST MASTER KNOWLEDGE IN DEPTH PECULIAR TO THE IW EUNCTION; WHILE I HAVE NO DOUBTS THAT HE CAN HANDLE ROUTINE DISSEMINATION MATTERS WITHOUT MUCH DIFFICULTY, AND SOME "PROBLEM" DIS-SEMINATION CASES, HE HAS YET TO MEET A REAL CRISIS SITUATION WHEN HE IS ON DUTY BY HIM SELF. I THINK HE HAS MOVED FROM ADEQUACY OF PERFORMANCE TO PROFICIENCY -- IT BEING VERY DIFFICULT TO DRAW A LINE BETWEEN THE TWO--AND HE IS LARGELY BEYOND THE POINT WHERE HE NEEDS CLOSE SUPERVISION. HE WILL PROBABLY BE A STRONG OFFICER GIVEN TIME. HE HAS ADAPTED WELL TO THE PRESSURES OF THIS ASSIGNMENT AND APPEARS TO HAVE THE PHYSICAL AND MENTAL STAMING TO WITHSTAND ITS RIGORS. HE IS EXTREMELY CONSCIENTIOUS AND VERY ACCON-MODATING IN ACCEPTING SCHEDULE CHANGES RECESSITATED BY THE ILLNESS OR ABSENCE OF HIS FELLOW OFFICERS. HE GETS ALONG WELL WITH CABLE SECRETARIAT PERSONNEL, WITH WHOM IW MUST WORK VERY CLOSELY, BECAUSE OF AN OUTCOING AND FRIENDLY PERSONALITY. HE RESPONDS WELL TO DIRECTION. I AM SURE THAT HIS COOPERATIVE ATTITUDE HAS CONTRIBUTED TO THE SMOOTH OPERATION OF THE OFFICE. THIS ASSIGNMENT CARRIES NO SUPERVISORY RESPONSIBILITIE AND DOES NOT REQUIRE ANY SIGNIFICANT DEMONSTRATION OF COST CONSCIOUSNESS.

SECTION D	CERTIFICATION AND CO	MMENTS
1,	BY EMPLOYEE	
	CERTIFY THAT'I HAVE SEEN SECTIONS A. B.	AND C OF THIS REPORT
DATE 16 Nov 967	SIGNATURE OF EMPLOYEE	i play
2. ,	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
5		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OF PRINTED HAME AND SIGNATURE
1 6 NOV 1967	CHIEF, FI/INT/IW	Sectoral a Justin
3. '	BY REVIEWING OFFICIA	AL RICHARD A. FULLER
COMMENTS OF REVIEWING OFFICE	al j	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	L TYPED OR PRINTED NAME AND SIGNATURE
26.5967	CHIEF, FI/INT	housene mesere

SECRET.

CONFIDENTIAL (When filled in)

TRAINING REPORT

(3-69)

MANAGERIAL GRID SEMINAR (50 hours)

DATES: 2-7 February 1969

Student

Calvin W. Hicks

Cffice

PI

Year of Birth: 192

Service Designation:

. .

Grade

-- --

No. of Students

43

ECD Date :

July 1958

COURSE OBJECTIVES AND METHOD

Course objectives are to aid participants to: learn the managerial theories contained in the Grid; understand their personal managerial styles in Grid terms; evaluate convictions about managerial values; develop team action skills; increase candidness of communication; strengthen the use of critique for problem-solving and learning; and acquire an appreciation of Organization Culture and Development.

The method of learning offers a challenge to all participants regardless of level or experience. A Grid Seminar is not "taught" in the usual sense. In Grid teams, participants solve complex management problems. Objective solutions are made available. Individual and team performance is repeatedly assessed. Various measuring instruments are used to evaluate effectiveness.

Critique sessions assist each participant to understand how he might change his own behavior to increase his problem-solving effectiveness. Thus managers are not told the best way to manage, but they learn by convincing themselves.

About twenty to thirty hours of study are completed as prework. Insights gained are deepened and personalized during the intensive 50-hour Seminar.

ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in this course.

FOR THE DIRECTOR OF TRAINING:

The same of the same

0 FEB 1969

.

CONFIDENTIAL
(When filled in)

Eith Control	ESS REPORT	,,,,			EMPLOYEE	SERIAL NUMBE
PIIN	E35 KEPUKI	1		,	05	6361
ECTION.A		NERA		4,-1	13 16.51	
I- NAME (Liet) (First)	**		TE OF BIRTH	9. SEX	4. GRADE	8. 50
Hicks, Calvin V	N .		v 1924	- May	GS=13	D
OFFICIAL POSITION TITLE		4" ,	FIDIVIBR OF	ASSIGNMENT	1. 1225	STATION
Ops Officer		-	P/WH/3	v	HQ	<u> </u>
CHECK (X) TYPE OF APPOINTMENT	and the transfer	10. C	HECK INT TYPE	OF REPOR		
XX CAREER RESERVE	TEMPORARY	1.5	INITIAL	· ·,		HIGHMENTSUPER
CAREER-PROVISIONAL (See Instructions	e - Section C)	XX	ANNUAL		REAS	SIGNMENT EMPL
SPECIAL (Specify):	· · · · · · · · · · · · · · · · · · ·		SPECIAL (Spec		4- 4	
31 Jan 67		1 .	1/66 - 1			`
ECTION B	PERFORMANC	E EY/	LUATION			1, 4,4
W - Weak Performance ranges from positive remedial action, probation, to reassignmen A - Adaquate Performance meets all requ	The nature of the acti it or to separation, D	on cou	ld range from a action taken	counseling, of proposed	to further tro I in Section C	aining, to placin
P - Proficient Performance is more than	satisfactory. Desired	rosult	s are being pro	odučed in a	proficient me	anner.
5 - Strong Performance is characteri	zed by exceptional pro	fictor	ry.			•
) - <u>Quistandina</u> Performance is so excepti others doing similar work				and In cor	nparison to ti	io parformance a
	SPECIFI	C DU	TIES			
st up to six of the most important specific inner in which employee performs EACH sp th supervisory responsibilities MUST be re	pecific duty: Consider	ONLY	effectiveness	in perform	arice of that	duty. All emplo
Eciric cuty no. I	s case office	er f	or all S	tation	Rogota	RAT
Communist party open	rations, incl	indi	ng insur	gency	and oth	er
related matters.				·'-	()	p
ECIPIC DUTY NO. 1				• • • •		. RAT
Headquarters	s case office	r f	or sever	al one	rationa	
support projects.	•	,	•		DI:	
CIFIC DUTY NO. 3.						HAT
					•	LEY
ECIFIC DUTY NO. 4						RAT
	,	\$		٠.		RAT
CIFIC DUTY NO. 3			•		·	RATI
CIFIC DOTT AGE						LEYT
• •	•		7			l
,						
CIFIC DUTY NO. 5						RATI
			•			LETT
	,			Marie Marie		
	•	•	·		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	71
OVERA	LL PERFORMANCE	IN.C	URRENT PO	SITION	3.	
e into account everything about the employence of specific dulles, productivity, a facular limitations or telents. Based on you the letter in the retire baccorresponding	yee which influences lenduct on job, cooper our knowledge of emp	nis official	etiveness in h	is current personal to	position such raits or habit ring the ratin	s, and S
V - 7	·. ·		•	AOUP I		
M 45 USE PREVIOUS EDITIONS	SECR	ET	Euglydad derm	roing and		
			استان (AND DESCRIPTION OF THE PERSON NAMED IN		

SECTION C

NARRATIVE COMMENTS

Acaté algrificant atrengths of weaknesses demonstrated in current position keeping in groper perspective, their relationship to I illegie significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. Sive suggestions mode foci improvement of work performance. Give recommendations to training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide bear basis for determining future personnel action. Maning of performance of managerial or supervisory duties and observence in the use of personnel, space, eautyment and funds, must be commented on, it applicable. If entre space is needed to complete Section C, attach a separate sheet of paper.

NOTE: This report covers the period from 10 August 1960, for 15 January 1967 during which time Mr., licks worked of the Colombia

Desk. This report is being submitted because of reassignment of the rating officer.

Although Mr. Hicks is an experienced officer with strong qualifications and abilities, it should be noted that some aspects. of his present job were a new experience for him, since his past experience has been entirely in the PM field. However, Mr. Hicks adapted well and quickly to the new environment, showed a great deal of initiative and resourcefulness in familiarizing himself with the work, and by bringing sound operational and administrative experience to bear, carried out his duties in a thoroughly competent manner. He demonstrated uncommon ability to organize his work, anticipate problems or requirements, and take effective action promptly. In dealings with his associates he exercised a good balance of persuasiveness and friendliness which paid dividends in terms of getting a job done. He can be relied on absolutely to carry out a given task promptly and well.

I would welcome any occasion which permitted Mr. Hicks to work with me again.

SECTION D	CERTIFICATION AND C	OMMENTS
1.	BY EMPLOYEE	
	CERTIFY THAT I HAVE SEEN SECTIONS A.	B, AND C OF THIS REPORT
DATE 19 jun 1967	Calvin W. Hicks	Calic washing
2	BY SUPERVISOR	•
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
45		
DATE .	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
17 Jan. 67	Chief, WH/3/C	David Smock
3. //	BY REVIEWING OFFIC	
COMMENTS OF REVIEWING OFFICE	1.4.1	

Mr. Hicks is a mature and thoughtful individual who made the switch from PM to FI activities at his own volition. He was originally scheduled for a field assignment to a WH Station in the fall of 1966, but for medical reasons will probably be staying at Headquarters for some time. While this restriction may limit his ability to get that feel for FI field operations which a Headquarters desk officer should have, he has previous field experience in a PM capacity to compensate for this.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
		· sillication of totaline
24 January 1967	Deputy Chief, WH/3	Jonathan G. Hanke
ar cumuur root	Tobato, Citaga, mar, a	

	TRAJI	NING REPORT - L	ANGUAGE			มเพเสอห์	'BNउद्गुर्ज' = 1	way .		
	raucton วัง Namques		t di				- Mill H	lain .		,
ЖO.	OF STUDENTS	NO. OF HO	urs Vijetanoj	9		E ÓF COURS		us le	pecial)*	6.*
-			1 3 3 4 4	STUDE					-	,
-	NAME		YOS	EOD D			OFF.1 ČE	1 1 1	GS	30
-				1 1 pl =				7		1
΄.	. HTOKĄ, CAL	VIII W.	1 -1 2	ู้สียกฤ/สย	١ ١		will	٠,	13.	4 . 5
7		(See gavers	e side fo	e de finiti	ons of pro	fictioney t	evels)		•	. 0
	VEL CE-PROFICIENCY	AT ENTRY INTO TRA	INING	,	A INSTRUCTORS ESTIN			ATE OFFICIAL TES		
		- NO PROFICIENCY.	SL	GHT :	ELÉMEN	TARY	INTERMEDIA	TE	недн	
CRE	READING	X	7, S				1, 1, 7,			
3	BRITING	X	;							
3	PRONUNCIATION	X								
ļ	SPEARING -	<u> </u>	<u> </u>							
	UNDERSTANDING	<u> </u>			CTIVES AN	. <u></u> L		ــانــــــنـــــــــــــــــــــــــــ		
ous at	essions and to apply to s situations; (5) abil Methods used in all a later stage, on var ding on tapes in the	lity to write and re courses stress oral led reading materia	éad the la drills _i a ils. Writ	nguage con nd free co ten and or	mensurate onversation al tests a	with abili n based at are given a	ity to speak.	. , marized	material a	nd,
	,		PERF	RMANCE E	VALUATION					
	UNSATISFACTORY		ORY	SATISFACTORY				EXCELLENT		
ACHIEVEMENT %										
ATT	TITUDE						У.			
ATTENDANCE		٨								
LEV	EL OF PROFICIENCY A	T COMPLETION OF TH	HAINING		INST	RUCTORS ES	TIMATE		OFFICIAL	TEST
-		NO PROFICIENCY	SLIG	HT	ELEMENT	ARY	INTERMEDIAT	E	HIGH	
: -	READING				Х					
٠ 🛌	PROTUNCIATION			-						
· -	PEARING				//					
	INDERSTANDING			-				_		
	Credit:	mage Aptibude 800 hrs.		ay 1	0.0	len			-	
on'	THE DIRECTOR OF TRAIN	IŅG:	. Ray i	K KIÈY	CUL	7 .	•	33 <u>/17</u>	/35	

SECRET

FITNESS REPORT	EUPLOTEE SERIAL NUMBER					
SECTION A GEN	ERAL					
HICKS, Calvin	8 NOV 24 M GS-13 D					
6. OFFICIAL POSITION TITLE ODS Officer	DDP/WH/C Wash. D.C.					
. CHECK (X) TYPE OF APPOINTMENT	10. CHECA (A) TYPE-OF REPORT					
- CAREER : RESERVE TEMPORARY	INITIAL REASSIGNMENT SUPERVIS					
CAREER-PROVISIONAL (See Instructions - Section C)	X ACHUAL Y REASSIGNMENT EMPLOYE					
SPECIAL (Specify):	SPECIAL (Specify):					
II. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)					
31 January 1966	1 January 1965 - 31 December 1965					
SECTION 8 PERFORMANCE						
W - <u>Week</u> Performance ranges from wholly inadequate to all positive remedial action. The nature of the actio probation, to reassignment of to separation. De	ightly less than satisfactory. A taiting in this category requires in could range from counseling, to further training, to placing or acribe action taken or proposed in Section C.					
A - Adequate Performance meets all requirements. It is entire excellence.	ly satisfactory and is characterized neither by deficiency nor					
P - <u>Proficients</u> Performance is more than satisfactory. Desired S - <u>Strong</u> Performance is characterized by exceptional prof						
O - Outstanding Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.						
SPECIFIC	DUTIES					
List up to six of the most important specific duties performed during manner in which employee performs EACH specific duty. Consider with supervisory responsibilities MUST be rated on their ability to: SPECIFIC DUTY NO: 1 Chief of Paramilitary Section in the	Minmi Operations Branch RATING LETTER					
of WH/Cuba and senior Headquarters Case Officer on all PM operations conducted by the Miami Station.						
SPECIFIC DUTY NO. 2						
Reviews all PM and Maritime operational plans submitted for approval by the Miami Station and recommends approval, changes or disapproval.						
or disapprovar.	RATING					
Prepares Agency papers requesting Sp approval of PM operations.	ecial Group (303 Committee)					
SPECIFIC DUTY NO. 4	RATING LETTER					
Briefs senior officials on status of PM plans, capabilities and operations with respect to Cuba.						
PECIFIC DUTY NO. 8	RATING LETTER					
Participates in technical planning by various Agency groups to provide technical guidance to Miami Station.						
PECIFIC OUTY NO. 6	RATING					
Works closely with Paramilitary and Maritime Branches of Miami Station on all problems regarding the PM effort directed against Cuba.						
OVERALL PERFORMANCE	IN CURRENT POSITION					
	RATING					
rmance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or hobits, and rricular limitations or talents. Based an your knowledge of employee's overall performance during the rating period, are the letter in the rating box corresponding to the starement which mass occurately reflects his level of performance.						
3 FEB 1966	9400*					

FORM 45 OBSILETE PREVIOUS EDITIONS.

SECRET

Encluded from syrams downgrading and declarations

	: (! faran Filled In)	<u> </u>
SECTION C	NAPPATIVE COMMEN	
overall performance. State sugger an foreign language competence, i	itions made for improvement of work perform if required for current psections. Amplify are	n'Alleping in proper perspective their relationship to nance. Give recommendations for training, Commany explain retings given in Section B to provide best agerial or supervisory duties must be described, if 4 PC1
] jh - language traiñing from l-Sept
through 21 December		ranguage training from 1 sev.
NOTE The differe		g between this report and the
preceding fitness formance but is du	report does not reflect	in any way on Subject's per- rating scale used by the
originators.		
the Headquarters P He strives hard to superiors. He is functions; strong- straightforward bu Government officia	aramilitary Section suppodo a good job and is no aggressive, and conscient willed and persistent in t pleasant in dealing wills; dotermined in resist	ing encroachments in his area
of authority; and	finally he is motivated	by strong patriotic ideals.
		paramilitary operations with cal improvements and innova-
tions, and bringing	g them to bear on operat	ions. Finally, Subject adapts
smoothly and effic		d policy changes affecting
his programs.		a contract of the contract of
		(see Continuation Sheet)
SECTION D	CERTIFICATION AND COM	MENTS
l.	21 EMPLOYEE RETIFY THAT I HAVE SEEN SECTIONS A, B, A	WA FAR THE BEBART
DATE 20 41	SIGNATURE OF EMPLOYEE	ND C OF THIS REPURI
18 Can 1764	Cil Mitol	· .
2.	BY SUPERVISOR	
MONTHS EMPLOYES. HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS SOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
12		
DATE .	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
-		worth Tatel
28 January 1966	C/WH/C/MO.	Walker Canker
	BY REVIEWING OFFICIAL	h
OMMENTS OF REVIEWING OFFICIAL	-	······································
Through a nle	ficer is serious, hard we easant personality he co	orking and dependance.
his co-worker	rasant personality ne co rs. Mr. Hicks is an unu	mmands the respect of
and competen	t officer, and is especia	suarry, werr quarrited
paramilitary	field.	ally circulto in enc
•		•
	· ·	• • • • • • • • • • • • • • • • • • • •
		·*
!	• • • •	
ATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OF PRINTED NAME AND SIGNATURE
	•	John T. olynn
28 January 1966	ADC/WH/C	UJohn T. Flynd

Continuation Sheet

FITNESS REPORT

HICKS, Calvin

Section C (continued)

Subject has no significant weaknesses although there is still some room for improvement in making concise oral and written presentations. On every occasion, Subject has proven to be sound and wise in considering costs.

Mail Ecch

128 3 3.25 PH 366

SECREPTICE OF TESSOR ALL

(Then 1	illed la) 。	· <u> </u>	<u> </u>	
FITNESS REPORT			EMPLOYEE SERIAL I	NUMBER
LIINESS KELOKI	* * * * * * * * * * * * * * * * * * * *		056361	
ECTION A GE	NERAL			
1. NAME (Lost) (First) (Middle)	2. DATE OF BIRTH	11 9EX.	4. GHADE 5. 30	
HICKS, Calvin W.	8 Nov 24	M	13	D
Ops Officer CH	DDP/SAS	SSIGNMENT	Wash . D.	
9. CHÉCH (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE	OF REPORT		***
CAREEN RESERVE TEMPORARY	INITIAL		REASSIGNMENT	SUPERVISO
CAREER-PROVISIONAL (See Instructions - Section C)	X ANNUAL		REASSIGNMENT	
SPECIAL (Specify):	SPECIAL (Spec	:tty):		
1. DATE REPORT DUE IN O.P.	12. REPORTING PER	4		
31 January 1965	1 January	64 - 3	1 December	64
ECTION B PERFORMANC	E EVALUATION	·		
W. Weak Performance ranges from wholly inadequate to a positive remedial action. The nature of the action of the probation, to reassignment or to separation. Deformance meets all requirements. It is entirescent.	ion could range from a escribe action taken	ounseling, t or proposed i	a further fráining, Ta in Section C.	placing on
P - Proficient Performance is more than satisfactory. Desired	results are being pro	duced in a p	raficient manner.	
S - Strong . Performance is characterized by exceptional pro-				
O - Outstanding Performance is so exceptional in relation to req		and in com	parison to the perform	ionce of
others duing similar work as to warrant special		1 1		
	CDUTIES			
list up to six of the most important specific duties performed durin anner in which employee performs EACH specific duty. Consider ith supervisory responsibilities MUST be rated on their ability to PECIFIC DUTY NO. 1	ONLY effectiveness	In performan	nce of that duty. All	
Is Chief of Paramilitary Section in	the Miami Op	eration	is Branch	LETTER
(WH/SA) and is the senior Headquarte operations conducted by the Miami St	rs Case Offi ation.	per on	111 PM	S
Reviews all PM and Maritime operatio	nal mlana su	hmittad	l' fon	RATING
approval by the Miami Station and re-	commonds ann	roval.	changes	ľ
or disapproval.		110	· ·	S
ECIFIC DUTY NO. 8	<u> </u>	-10		RATING
Prepares Agency papers requesting Sp	ecial Group	(303) a	pproval	LETTER
of PM operations.	,			S
-				3
PECIFIC DUTY NO. 4-			41	RATING
Briefs senior officials on status of	PM plans, c	abuniti	ties and	
operations with respect to Cuba.				S
ecific bury no.s Participates in technical planning by	v various Am	ency gr	oups to	RATING LETTER
provide technical guidance to Miami	Station.	/ 5*		
AND THE PROPERTY OF THE PROPERTY OF THE PERTY		c 28	S	
ECIFIC DUTY NO. 4	·		75	RATING
forks closely with Paramilitary and b	daritime Bra	nches o	f Miami	LETTER
Station on all problems regarding the	e PM effort	directe	d against	
tuba.				S
OVERALL PERFORMANCE	IN CURRENT PO	SITION .		
he late account assessing about the ampleuse which influences t	his affastlyanas to b			RATING
the into occount everything about the employee which influences I rmance of specific duties, productivity, conduct on job, cooper tricular Imitations or talents. Based on your knowledge of emp ace the letter in the rating, box carresponding to the statement whi	otiveness, pertinent loyae's overall perfo	personal tra rmance duri	its or habits, and	8
1 9 FEB 1965	•			
2 C 1 C 3 13 C 3 C 5 C C C C C C C C C C C C C C C				

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths at weaknesses demonstrated in current position keeping in proper perspective their retationship to overall performance. State suggestions made for improvement of work performance, diversed from the improvement of work performance, diversed from the interest position. Amplify or explain rating a tipe of performance of managerial or supervised for the personnel action. Manner of performance of managerial or supervised and the personnel action.

MUCH BILL

Mr. Hicks' primary responsibility has been to provide Head-quarters support and guidance for the PM activities directed by the Miami Station against the Cuban target. Mr. Hicks has shown a high degree of professional judgment in carrying out his duties, and his judgment is respected by senior officials who are required to submit the PM programs for high-level approval. During operational phases of the PM programs, Mr. Hicks is frequently required to be on call to act on emergency situations on a 24-hour basis. He has accepted this responsibility willingly. He has consistently taken the initiative in investigating technical developments which might provide assistance to the Station in the conduct of PM operations. He now supervises two professional and two clerical employees in his Section and runs his unit smoothly with no discernible friction. He does a good job of briefing and indoctrinating junior officers. While his experience has been predominantly in the PM field, he has acquired FI experience in the last two years because of the unique nature of Cuban PM (FI) operations. In his consideration of budgetary matters, he has demonstrated an understanding of the need to curtail expenses, where feasible. I would be glad to have Mr. Hicks work with me at any future time.

SECTION D	CERTIFICATION AND COMM!	ENTS
	CERTIFY THAT I HAVE SEEN SECTIONS A. B. AN	D C OF THE DEBOAR
		D C OF THIS REPORT
19 ge-1865	SIGNATURE OF EUPLOYEE	
. 💞	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN INDER MY SUPERVISION	IF THIS REPORT HAS NOT SEEN SHOWN TO E	MPLOYEE, SIVE EXPLANATION
24		•
1-19-65	Chief, WH/SA, Miami Operations Branch	John S. Tilton
	BY REVIEWING OFFICIAL	,-
OMMENTS OF REVIEWING OFFICE	\L	
	•	
Concur. The	ough I have reservations a	s to characterizing this
	ng," (in point of intrinsi	

Concur. Though I have reservations as to characterizing this officer as "Strong," (in point of intrinsic ability when compared to others who are clearly strong performers) such reservations are vague and impressionistic and not related to the actual performance and period to which this report is addressed.

DATE OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OF PRINTED HAME AND SIGNATUR

15 February 1965. Under Deputy Chief, WH(SA)

1.1/				EMPLOYEE SERIAL	HUMBER
	FITHES	REPORT		056361	
ECTION A	, 	GI	NERAL	<u> </u>	• •
1. NAME (. (Luis)	(First)	(Middle)	2. DATE OF BIRTH 3. SEX	4. GRADE 5. 50	
HICKS	CALVIN	W.	6 Nov 1924 M	GS-13 D	
6. OFFICIAL POSITION TITLE	_	· · · · · · · · · · · · · · · · · · ·	7. OFF/DIV/BR OF ASSIGNMEN		
OPS OFFICE	K	<u> </u>	DDP/SAS	Washington,	D. C.
9. CHECK (X) TYPE OF APPOINTS	MÉNT	ب نیان داد داد داد داد داد داد داد داد داد د	10 CHECK IN TYPE OF REPO	RT	
CARCER ACSERVE		EMPORARY	INITIAL	REASSIGNMENT	SUPERVIS
CARELM-PROVISIONAL (See	instructions - S	ection C)	X ANNUAL	REASSIGNMENT	EMPLOYE
SPECIAL (Specify):		_ `	SPECIAL (Specify):		· .
31 JANUARY 19	964	. ~	1 JANUARY 1963		R 1961
ECTION B		PERFORMAN	CE EVALUATION	JZ DEGLADE	170
			slightly less than satisfactory.		
probation, to re	ossignment of	to separation.	tion could range from counseling Describe action taken or propose	id in Section C.	
excellence.			irely satisfactory and is charact	•	andy nor
		•	d results are being produced in	a proficient manner.	•
		by exceptional p			
		a warrant specia		omparison to the partorn	nanca et
and the second section of the second		SPECII	IC DUTIES		
ist up to six of the most importar anner in which employee perform ith supervisory responsibilities !	s EACH specif	hic duty. Consid	or GHLY effectiveness in perfor	mance of that duty. All	
PECIFIC DUTY NO. 1					RATING
Chief, PM Section,	Miami C	perations	Branch of DDP/SAS	and Senior	1 .
Headquarters Case	Officer	for FM Op		l-against	S
target country.	1		50 78 - DG	10 .	1
PECIFIC OUTY NO. 2	:				LETTE
Provision of opera	tional 3	uidance t	o field.		S
1					1
PECIFIC DUTY NO. 3	,		* ·		RATING
Review and comment	on oper	ational p	lans submitted by	station.	O
, , , , , , , , , , , , , , , , , , , ,			45 ⁴ 5\		
ECIFIC DUTY NO. 4					RATING
Insuring that nece					
are provided for co	onduct o	f PM opera	ations against the	target	S
country.	<u> </u>			:'	
PECIFIC DUTY NO. 9	1		•		RAT-NG LETTER
,			,		
	;	•			
ECIFIC DUTY NO. 8		,			RATING
	1			•	
	•				į
	07.53 * * * *	DEDECONA	C IN CHORENT POSTERO	. 4.	<u> </u>
<u></u>	OVERALL	PERFURMANC	E IN CURRENT POSITION		
ake into account everything about immonce of specific duties, productivities and initiations or talents. Becaute the letter in the eating box co. 10 MAR 1964	uctivity, condu	uct an job, coop knowledge of en	prativeness, pertinent personal ployée's overall performance d	traits or habits, and wring the rating period,	RATING LETTER

SECTION C

NARRATIVE COMMENTS

Indicate significant seemeths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. Start suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section 8 to provide best basis for defermining to the personnel ection. Monner of performance of managerial or supervisory duties must be described, if applicable.

Mr. Hicks' personal experience and long association with paramilitary operations give him high competence in this type of activity. Personnel who have official business with Mr. Ricks respect his knowledge and ability in this field. He assumes responsibility and can be counted on to get a job done with minimum supervision. When required, he works irregular hours without complaint. His review of operational plans submitted by the field is prompt, complete and professional. Mr. Hicks exerts maximum economy in the use of funds, equipment and personnel. He is consistently cooperative, even tempered and patient in the face of frustrations inherent in this type of work. He has established an excellent working relationship with his opposite numbers in the field.

2FC 110	טא	CERTIFICATION AND CO	JMMEN 15
1.		- BY EMPLOYEE	
`	·	CERTIFY THAT I HAVE SEEN SECTIONS A. I	, AND C OF THIS REPORT
DATE	4 March 196	SIGNATURE OF EMPLOYEE	he that
2.		BY, SUPERVISOR	
NOER M	Y SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
	12		
STAC		OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
	4 March 1964	DC/SAS/MOB	John S. Tilton
		BY REVIEWING OFFICE	IAL
٠.		(2 - 0
ATE		OFFICIAL TITLE OF REVIEWING OFFICIA	THE GOOD PRINTED HAVE MER SIGNATURE
5 }	farch, 1964	C/SAS/MOB	from Arthur A. Maloney
,	,	SECDET	

	3	• • • • • • • • • • • • • • • • • • • •	(When F	illed	<i>in)</i>		Tenn.	OFFE	SERIAL	NI MAE O
Agrico .	1,215	FITNESS	REPORT	•	**		EMP	1, 2	361	NUMBER
/			9	· ·				USC	, 100	
ECTION A				NERA	manner having systematic	-	1	<u>:</u>		
1 NAME	_ (Leit)	(First)	(Middle)	1 4	TE OF BIRTH	3. SEX	4. OR	-13	s. so	n
OFFICIAL POS	HICKS	Calvin	W•	1.8.1	iov. 1924	MBIO	B. CU		STATIO	<u>u</u>
• *			31	פתח	Task Forc	. W	-		on D	_
CHECK (K) TY	Officer	MENT			HECK (X) TYPE			MATIE C	,011, 2	
CAREER	MESERY		MPORANY	-	INITIAL		1.	REASS	GNMENT	BUPERV
CARELNIP	ROYISIONAL (Se	e Instructions - Se	ction C)	X	ANNUAL .		-	REASS	IGNMEN	EMPLO
SPECIAL (S	pecify):	(1,1,1,1,1)			SPECIAL (Spe	cify):			11	
DATE RÉPORT				18. R	PORTING PER	100 (From-	0-)		306	•
31 Janua	ry 1963	A 10 10 1	<u> </u>		January 1	362 to 3	1 100	cembe	L 170	4
CTION B	·		PERFORMANC							
i • <u>Weak</u>	positive remed probation, to r	tial action. The	y inadequate to s nature of the acti to separation. D	on cou	ld range from a action taken	counseling, or proposed	to furt in Sec	her tra	ining, to	placing
- Adequate	excellence.		nonts. It is entir				٠.,	•	,	ency no
· Proficient			ilactory. Désired			odučed in a	profici	ent ma	nn e f.	
- Strong		1	y exceptional pro	١	•			4		
- Outstanding			in relation to req warrant special:			t and in com	pari sa	n to th	e perion	nance o
			SPECIFI	C DU	TIES	***				
h supervisory r	** *	MUST be rated a	n their ability to	supers	1 se (indicato i	iumber of en	pioye	es supe	rvised).	RAY
Hqs. case	officer for	r PM Operat	ions conduct	ted b	y field s	tation a	gain	st		1
t i	arget comp	any.	•			DE 38	-	1 1	0	S-
		4 41 162		-		フレング				
	equirements		r insures the							LETT
CIFIC DUTY NO). 3					DELL				RATI
				- 0.	e .					LETT
						1				1
CIFIC DUTY NO	ia 4 .						•		•	RATI
•		•				•	•			1
•										1
CIFIC DUTY NO						·				RATIN
ciric borr no	• •									LETT
•		•	•							1
								,		1
CIFIC DUTY NO.	. 6				*****					RATIF
,										LETT
						٠				
									:	
		OVERALL F	PERFORMANCE	IN C	URRENT PO	SITION				
ance of specificular limitation	fic duties, prod ns or talents. E	luctivity, conduc Based on your ki	which influences have an job, cooper an job, cooper and the model of the statement which is	otiveno loyee's	s, pertinent overall perfe	personal tre	aits or	habits rating	, and period,	RATIN LETTE
1 5 FTC 1963	2 / /.	c o sponding to	ing statement wat	CII INOI	Jecurately fo	TIOCIS NIS I	4481 O	. partor	munco.	
9 1 1 1300	, ,	•				· .				1

FORM 45 OBSOLETE PREVIOUS EDITIONS

SECRET

GBOUP I Excluded from mysemdomingrading and declaration

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. Since suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain retings given in Section 8 to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if spotions.

Mr. Hicks has an exceptional knowledge of and experience with the problems involved in the conduct and support of covert PM operations. He has shown a high degree of initiative in providing the training and other support required and in preparing material for staff presentation to higher echelons. His attention to detail is a strength in accomplishing his duties but he must try harder to overcome a tendency for too much detail in his staff communications, oral and written. His written work in particular shows a weakness in synthesizing which it is believed could be overcome by available courses of training. Mr. Hicks has also reached the point where he must broaden his outlook as to the wider political and operational implications of PM operations. To this end, it is intended that Mr. Hicks will attend the Inter-Agency Counterinsurgency Course in the near future. Under an experienced Chief of Operations, Mr. Hicks could handle PM operations at most Field Stations; in a major operation such as Viet Nam or Cuba, he could adequately handle a large segment such as PM Training, the handling of a large indigenous group, or the duties of Chief/PM Operations or Deputy Chief, PM. He would be a definite asset, in the field or at Mgs., in any type of task force operations.

SECTION D	CERTIFICATION AND CO.	MMENTS :
1.	BY EMPLOYEE	
	I CERTIFY THAT I HAVE SEEN SECTIONS A. B.	, AND C OF THIS REPORT
DATE 5 Fed 1967.	SIGNATURE OF EMPLOYEE.	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN T	TO EMPLOYEE, GIVE EXPLANATION
6 months		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYRED OR PRINTED HAMB AND SIGNATURE
2 Jan 1963	DC/SAS/PN	C. W. Matt
3.	BY REVIEWING OFFICE	AL
six months, for highly motivated others, and his He assumes respo without close su	gned has been Mr. Hicks super the period ending December 31, , sincere and capable person. knowledge and ability are reconsibility and can be counted o pervision. He is capable of a He is continuously striving f ds of activity.	1962. Mr. Hicks is a He works well with egnized and respected. In to get a job done ssuming greater
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	L TYPED OR REINTED NAME AND SIGNATURE

TRAINING REPORT

(64 hours, i		vices Review No. 39 -time)	4 - 13 Februa	•	
Student	:	Calvin W. Hicks	Office		SAS
Year of Birt	h:	1924	Service Designati	on:	D
Grade	:	GS-13	No. of Students	:	33
EOD Date	: ,	Aug 1950			

This course aims to develor in the Clandestine Services officers. and others recently returned from the field an un-te-date awareness of the role of CIA in the United States intelligence community, the relations of the DDI and DDR areas with the CS, and the support

available from the offices of the DDS.

The course is presented by lectures given by CIA officials who are directly responsible for the missions, functions, programs, and services discussed. Each lecture is usually followed by a short question period. Approximately 10 per cent of the students' time is scheduled for reading pertinent un-to-date regulations and background summaries.

ACHIEVEMENT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievement in the course.

FOR THE DIRECTOR OF TRAINING:

Chlassel thirtye 18 Feb 1963 Augustus F. Schermerhern

Chief Instructor

<u> </u>			. '.:	(Wnen	rille	d tu)		,	<u> </u>	^		1		
W.)	FITN	ESS	ŔĔPŌ	RŤ			٠	Emi	oga Oga	1,00	CSED	BER		
SECTION A				GEN	ERA	L		•				الميصو مسايد	100	
I. NAME (Last)	(First)	a	diddle).	71.		ATE OF BIRT	TH .	3. 51	EX	. -	14. GR	OR		
HTCKS.	Celvin				Tale OS						-12			
8. SERVICE DESIGNATION	e. OFFICIAL POSIT		fitte		\d 1	· · · · · · · · · · · · · · · · · · ·		7. 0	PP/DI	V/BR C	Pr. 4	NMEN	Ψ -	
8. CARI	EER STAPP STATU	•)			9.	, ,	_ 1	TYPE OF F	EPOR	T		٠.	. ,	
NOT ELIGIBLE	MEMBER	ľ.,	DEFER	HED		INITIAL	REASSIGNMENT/SUPERVISOR,							
PENDING	11	ANNUAL	, a	E A 69 I ĞHMI	ENT/E	MPLOY	EE							
10. DATE REPORT DUE IN O.P. 11. REPORTING PERIOD SPECIAL (Specify)											,			
31 January 1962 Spirit Strocky.														
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES														
List up to six of the most manner in which employee with supervisory responsil	billities MUST be re	oted	on their	ability to	tupe	rvise (indical	e unimpei	of employe	es sup	6571400	υ . ;		,	
	2 - Berölý oděquot		3 - Acc				5 - Exec	illent 18	- Supe	rior	7 - 00			
SPÉCIFIC OUTY NO. 1 .	•			RATING	SPF	CIFIC DUTY I	10.4	-1					NO.	
Hqs PM Case Off	icer for a	ger	nts	6	G	eneral	PM Ot	erati	ons	Ò£	ficer		.6	
dispatched into				·v.					16-					
SPECIFIC DUTY NO. 2						IPIC DÚTY N			11-				ATING	
lqs PM Case Off	icer for a	11	2000	RATING				ot ro	2021		nd		NO.	
remusers for all	r dolinoru	4	age II	6/7	Prepare contact reports and other reports to document & 5/6						16			
requests for aidenied area.	i delivery	$a_{ij}^{(1)}$	ico a	67.7	give background to agent opera-						, ,			
SPECIFIC DUTY NO. 3		<u> </u>	100	RATING	∴.G. SPEC	IFIC DUTY N	O, 6	MALLE M	_06		•	RA	TING	
Handle and train	n certain :	se i	ect	NO.		,				•	tion	5	NO.	
agents for disp				6				-				Ι.	,	
target country.	accii Enco	V	E. 7.					*		•		1	.	
SECTION C	EVALUATION C	FO	VERAL	L PERF	ORM	ANCE IN C	URREN	T POSIT	ION					
Take into account everythir duties, productivity, conduc your knowledge of employe statement which most accur	t on job, cooperat e's overall perform	ivene	si, port	inant peri the rating	onal	traits or hob	its, part	icular limi	tation	s or to	ilents, i	Based	on	
, 2 - Performane 3 - Performane 4 - Performane 5 - Performane	e in many importor e meets most requ e cloorly meets ba e clearly exceeds e in every importa	ireme sic i bási nt re	ents but requireme c require spect is	is deficia ents, ements, superior,	nt rec	quirements, and or more	importen	i respecti	۱.		RAT NG	·		
	e in every respect	15 0	urstandir	ı										
SECTION D						EMPLOYER								
	g boxes below, ch													
1 - Least possible degree	2 - Limited de	grae	13 - N	lormal de	100	4 - Above	·		3 - 0		ding deg	100		
	CHARACTER	ISTI	CS		٠.	•	APPLI	NOT	-	_	7			
SETS THINGS DONE						·	CABLE	SERVED	1-	12	3	4	5	
RESOURCEFUL									-	+	 -		X	
ACCEPTS RESPONSIBILITIES				<u> </u>				+	 	 .	 -		X_	
AN MAKE DECISIONS ON HIS		APIS	FS				 	+	-	-	 		×	
OES HIS JOB WITHOUT STR						······································		+	 	 	 		X	
ACILITATES SMOOTH OPER		ICE				17 4		1 12	 - 	 	 	- 1	X-	
RITES EFFECTIVELY						•		 	 	 	 -	x	X.	
ECURITY CONSCIOUS							ļ	 	 .			-		
		•				7			-		 		x	
SCIPLINE IN ORIGINATING.	MAINTAINING AND	DI \$1	POSING O	F RECOR	D\$.					1	-		X	
THER (Specify):				· · · ·			750		14		-	-		
		SEE	SECTIO	N "E" OF	RE	VERSE SIDE		eren, e serre siste,			· ·		_	
				· · · · ·							,			

FORM 45 COSCI ETE PREVIOUS EDITIONE

SECRET

(4)

SECTION F	 NARRATIVE DES 	CDIOTIO	N AE MANNED AE	IAD DEDEAL	344 A M C C
JEL HUME.	MARKALLYE UES	CRIP III	R UF MARKER UE	JUO PERFUI	<i>LINUARILE</i>

Strens strengthstand weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, it appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Mr. Hicks has an excellent understanding of clandestine operations and has demonstrated an outstanding ability to be flexible enough to cope with an ever changing program. He has performed his duties in a superior manner at all times, exercising mature judgement and firm action. He has continued to keep his objectivity and make a fine contribution to a Project that has had more than its share of frustrations. It is believed that Mr. Hicks should be considered for promotion to Grade GS-13 at the earliest opportunity. He has continuously demonstrated his ability to perform the functions and assume the responsibilities of a higher level in an outstanding manner. Mr. Hicks has worked long, irregular hours, and without complaint, to get the job done.

SEC	SECTION F CERTIFICATION AND COMMENTS								
1.	-	BY EMPLOYEE							
	· l'ce	rtify that I have seen Sections A, B,	C, Da	and E of this Report.					
DAT	13 Feb. 1962	SIGNATURE OF EMPLOYEE	V.)	Wiek .					
2.		RY SUPERVISOR		A.4					
MOH	THE EMPLOYEE HAS BEEN ER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN	TO EMP	PLOYEE, GIVE EXPLANATION					
		IF REPORT IS NOT BEING MADE AT THIS	TIME,	GIVE REASON.					
	EMPLOYEE UNDER MY SUPERY	FISION LESS THAN 90 DAYS	A	EPORT MADE WITHIN LAST NO DAYS					
	OTHER (Specify):								
DATE	3 feb 1862	Chief, WH/4/PM/Ops	7	yames S. Pekich					
3.		BY REVIEWING OFFI	CIAL						
	I WOULD HAVE GIVEN THIS EN	PLOYEE ABOUT THE SAME EVALUATION	1.						
	I WOULD HAVE GIVEN THIS EN	AFLOYEE A HIGHER EVALUATION.							
	I WOULD HAVE GIVEN THIS EN	PLOYEE A LOWER EVALUATION.		1					
		LUATIONS. I AM NOT SUFFICIENTLY PAY	ILIAR W	ITH THE EMPLOYEE'S PERFORMANCE.					
to	o the assumption, fficer. Since No b adapt himself to	ings are based primari in November 1961, of wember 1961, Mr. Hicks o new and changing con	prese has ditio	n duties performed prior ent duties by the reviewing shown superior ability ons and has performed well					
-	(Continued)	Chief, WH/4/PM	IL YY	Charles W. Matt					

FITNESS REPORT - Calvin W. Hicks (Continued)

SECTION F

Comments of Reviewing Official (Continued)

in situations requiring individual initiative and imaginative thinking. I feel quite certain that Mr. Hicks has the capabilities and should earn a superior or outstanding rating in his next fitness report.

SEGENT

A vil						CRET				٠.,	, f.			12
77				- ;		1.1			EMP	LOTEE	SERI	L NUI	48 E R	
N.		, Fm	VESS RE	POR	e T		The same			C.C.	5636]			المعرف المارية المعرفة المارية المعرفة المعرفة
SECTION A					GEN	ERAL	· · · · · · · · · · · · · · · · · · ·				1 / 31		",	
I. NAMÈ (Lost)		(Perec)	(Mide	sie)	1 7	2. 04	TE OF BR		3, SE	X:		4. GR	ADE,	1.
ICÉS	, -	Calvin	W.			3.	1640-23	-	12	le .	٠	. 0	5-1	2
S. SERVICE DESIGNATIO	N 4. OF	ICIAL POS	TI NC IT	LE `		1		7	7. 07	P/DIV	/BR Q	A5514	NMER	17
ם	Gue		are	GÊS:	ecr!	•			ارد ا	沙田	J. Dan.	4,	D.C.	
8. C	AREER.S	AFF STAT	vs :	- \.		Q.	7 J. 15	25 () T	PE OF R	EPORT	- 1			
NOT ELIGIBLE X MENDER DEPENDED DITTION TO THE SESTEMBERY SUPERVISOR														
PENDING DECLINED DENIED ANNUAL REASIGNMENT/EMPLOYEE														
10. DATE REPORT DUE	IN O.P.	11. RE-	ORTING P	ERIOS	779	SPEC	IAL (Speci	Mez.	-		~			
The state of the s														
SECTION B	٠, .							SOFIC D				; ;		·, ·
List up to six of the most important specific duties performed during the rating periods. Insert rating number which best describes the manner in which employee performs EACN specific duty. Consider CNLY effectiveness in performance of that duty. All employees with superviser responsibilities MUST be rated on their ability to superviser industries of employees supervised.														
1 - Unsatisfactory	2 - B	rely adequ	aio: 3	- Acc	eptable	4,- C	mpétent	S - Excel	leat 6 -	Super	ior ·	7 - 0	utston	ding
SPECIFIC DUTY NO. I					RATIS		IFIC DUTT			٠, .			R	ATING
Hos Pr. case off	ficer :	IIIa rol	agent		NO			etiet r					. 1	NO.
requests for ad			_	17	6/7	rela	ited 🚁	ga rt s e	recui	irec	to p	rope	rl†	
denied area.		, •	· - 1	-5		cca	ment a	ir sod ;	selecte	c eg	ent,	ops.	3.	6,.
SPECIFIC DUTY NO. 2		-B	<i>(</i>		RATING	SPECI	FIC DUTE	wa. 3		/	if	1	R	ATING
Case officer an	d trei	inine or	ficer	for	NO.	-	• `							NO
certain selecte						,								
into the target	_	-	7	8	6.	<u> </u>	" .	·	4					
SPECIFIC DUTY NO. 3				•	RATING	SPECI	FIC DUTY	107. 8 ·		-		. , .	R	ATING
Generally utili	ty R.	onersti	.ರ ಣ		NO.				•	٠.				NO.
officer.		•	200	19	5/6									
			-D.3							` -			1.	
SECTION C	EVA	LUATION	OF OVE	ERAL	L PERF	ORM	NCE BY	CURREN:	T POSIT	ION		,-		
Take into account every futies, productivity, con your knowledge of emplo statement which most ac	duct on i	ob, coore	otivenus:	, pert	inant pér Hra ratins	sanal (raits or h	itteg perion	cular limi	tations	or to	ents.	Base	d on
1 - Perform 2 - Perform 3 - Perform 4 - Perform 5 - Perform 6 - Perform	ance med once cle once cle	ets mast re- orly meets orly exceed every impor	quirement basic req is basic r tant respi	s but piremo equira ect is	is dafich ents, ments, superior,	eat in			rospects			, N	TING	
SECTION D		····	DESCE	DIDTI	ON OF	THE	MPLOY							
	ring box	es below, c						coristic o	pplies to	the em	ploye			
- Least possible degre	• 2	- Limnes	legree	3 - N	lormal de	gree .	4 - Aham	e seeinge	degree	5 - 04	tstanc	ling de	gree	
								507	NOT	1		HITAR	3	
	•	HARACTE	RISTICS	•				CABLE	SERVED	1	2	3	4	5
ETS THINGS DONE	•								1		i			x
ESOURCEFUL													-,	х
CCEPTS RESPONSIBILIT	TIES			•										X
AN MAKE DECISIONS ON	HIS OFN	WHEN WEE	D ARISES						1					X
OES HIS JOE WITHOUT S	TRONG S	UPPORT							1		-			х
ACILITATES SMOOTH OF	PERATIO	4 DF MŠ 37	FICE			-			i					x
RITES EFFECTIVELY								•	1			_		x
ECURITY CONSCIOUS					• .									x
HINKS CLEARLY				-					1					x
ISCÍPLINE IN ORIGINATI	NG, MAIN	TAINING A	NO DISPO	SING (OF RECO	105 F		··-·	1					X.
THER (Specify):							_41+ _				•		•	
			CER C											

SECTION E NAI	RRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE
Stress strengths and weaknesses	demonstrated in current position. Indicate suggestions made to sangloyee for improvement of his
work. Give recommendations for sponsibilities. Amplify or exolo	his viaining. Describe il appropriate his potential for development had loo essyming greater re- in, if appropriate, ratings given in SECTIONS B. C. and D to provide the best booth Nevedetermining
future personnel actions.	
	10 Au sac
ir. nicks has d	one a superior job in the performance of his cuties? Allegas
ceronstrated unusual	ly good jungement and has an excellent tasic uncerstanding of
covert operations.	During the period of this report, he has recentable to utilize
	real situation and has personally profited and greatly
Estured in the rroce	ss, as well as making a finice contribution to the operation t is felt he is now read to assume greater responsibilities
	ervices. Fr. Hicks worked long and irregular hours without
- complaint.	MATCHES LATE WICKS MOTHER TOUR WINT THE STATE WE WIND AND WIND THE STATE OF THE STA
Compraints 2 22 2.	
, , , ,	
**	
·	
SECTION F	CERTIFICATION AND COMMENTS
1	BY EMPLOYEE
I ce	rtify that I have seen Sections A, B, C, D and E of this Report.
DATE	SIGNATURE OF EMPLOYEE
17 Was 1101	Calvin M. Joseph
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
Seven months	1A_K
	IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.
EMPLOYEE UNDER MY SUPER	VISION LESS THAN 90 DAYS REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):	To the house
DATE	OFFICIAL TITLE OF SUPERVISOR TYPES OF PRINTED NAME TURE.
10.) 10/1 Dem	The course of th
10 lay 1961 Dept	
l <u>. </u>	BY REVIEWING OFFICIAL
I WOULD HAVE GIVEN THIS EN	
	MPLOYEE A HIGHER EVALUATION.
I WOULD HAVE GIVEN THIS EN	
	APLOYEE A LOWER EVALUATION.
I CANNOT JUDGE THESE EVAL	LUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
OMMENTS OF REVIEWING OFFICIA	LUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
DAMENTS OF REVIEWING OFFICIA	LUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
I CANNOT JUDGE THESE EVAL	LUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
I CANNOT JUDGE THESE EVAL	LUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
I CANNOT JUDGE THESE EVAL	LUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
I CANNOT JUDGE THESE EVAL	LUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
I CANNOT JUDGE THESE EVAL	LUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.
OMMENTS OF REVIEWING OFFICIA ATE 12 May 1961	LUATIONS. I AM NOT SUPPICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

1136

RYBAT

FITNESS REPORT SECTION A GENERAL 1: NAME (Lost) (Fice) (Middle) 2: OATE OF BIRTH HICKS CALVIN W. C. NOV 1924:		EMP	FOAEE TE	RIAL NU		
1; NAME (Lost) (Fice) (Middle) 8. DATE OF BIRTH C. NOV 1924.		3 3			MBEA	7 .
1; HAME (Look) (Phot) (Middle) 8. DATE OF BIRTH C. NOV 1924.	: :					- 10
HICKS CALVIN W. C. NOV 1924.	70,00	3. 86		Tar ar	ADE	
The state of the s	1.72	7 4 7		1 . 1	1 . 6 2	
	<u> </u>		le.		12	
S. SERVICE DESIGNATION S. OFFICIAL POSITION TITLE DM GUERILLA WAR OFF			rat de	•	nist List	
A CAREER STAFF STATUS		TYPE OF R	EPORT	1		,
NOT ELIGIBLE X MEMBER COFFERRED HILTIAL	7 R	E'ASSIÇ NMÊ	NT/BUPE	MOSIVE	. , 1	· ; .
PENDING DECLINED DENIED ANNUAL	Y A	EASSIGNME	NT/EMPL	OVER ".		ř
10. DATE REPORT DUE IN O.P. 11. REPORTING PERIOD TO SPECIAL (Specify)	3.	1.8	1		. ;	
SECTION B EVALUATION OF PERFORMANCE OF SPECI	FIC I	DUTIES		- 4.	-1	* ;
List up to six of the most important specific duties performed during the roting period, manner in which employee performs EACH specific duty. Consider ONLY effectivenes with supervisory responsibilities MUST be rated on their ability to supervise (Indicates	Inser s in p number	rt rating numerical	mber which of that d se supervis	ch best d utý. All 140.	escrib emple	es the
1 - Unsatisfactory 2 - Barely adequate 3 - Acceptable 4 - Competent 5	- Exc	ellent 6	Superior	7 - 0	utstar	ding
SPECIFIC DUTY NO. 1 PATING SPECIFIC DUTY NO	ı, á'		-	- n A) n	ATINO
Chuef Cps officer for Base supporting With allica	i oi'i	icers.	nnemer	9 2 915		NO.
allied PM force 6 and supervi	ses	traini	olyo	erson	iel	5
SPECIFIC DUTY NO. 2 RATING SPECIFIC DUTY NO.	·		11.5	,	Я	ATING
with allied officers, prepares plans 0 advises all	lied	ilgs in	instru	ctine	- 1	NO.
for clandestine Pi force. 5 and prepari					<u> -</u>	' · · · · ·
OVERT PM 10				, ,,,		. 5
SPECIFIC DUTY NO. 3 time PM RATING SPECIFIC DUTY NO.						ATING
With allied officers, directs clandes/ No. Oos staff of	TTIC	er to C	hief of	ເ່ອາຂອ	v 4	2-4-
development			DF.	f,	- -	7
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CU	RREN	IT POSIT	ION			
Take into account everything about the employee which influences his effectiveness in duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits your knewledge of employee's overall performance during the rating period, place the restament which most accurately reflects his level of performance.	s, part	licular limi	tations or	taients.	Bose	d on
Performance in many important respects fails to meet requirements, 2 - Performance meets mast requirements but is deficient in one or more im 3 - Performance clearly meets basic requirements.	nporta	nt raspects	le e		TINO NO.	
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding,						
4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding.	-					
4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE	ristic	applies to	the emplo	700		
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is autstanding, SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each character			the emplo		ograa	
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each character 1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above av	verage YOT	degree				
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which coch character 1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above as	verage NOT	degree	5 - Outst	ending d		5
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which coch character 1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above as	verage NOT	degree NOT	5 - Outst	ending d		5 X
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which character 1 - Least possible degree CHARACTERISTICS DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which character CHARACTERISTICS	verage NOT	degree NOT	5 - Outst	ending d		5 X
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each character 1 - Least possible degree 2 - Limited degree CHARACTERISTICS BETS THINGS DONE RESCURCEFUL	verage NOT	degree NOT	5 - Outst	ending d	4	5 X
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each character 1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above av CHARACTERISTICS BETS THINGS DONE RESCURCEFUL ACCEPTS RESPONSIBILITIES	verage NOT	degree NOT	5 - Outst	ending d	4	5 x
4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each character. I - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above as CHARACTERISTICS BETS THINGS DONE RESCURCEFUL ACCEPTS RESPONSIBILITIES CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	verage NOT	degree NOT OB- SERVED	5 - Outst	ending d	4 X	5 x
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the roting boxes below, check (X) the degree to which each character I - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above ov CHARACTERISTICS GETS THINGS DONE RESCURCEFUL ACCEPTS RESPONSIBILITIES CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES DOES HIS JOB WITHOUT STRONG SUPPORT	verage NOT	degree NOT OB- SERVED	5 - Outst	ending d	4 × k	5 x
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the roting boxes below, check (X) the degree to which each character I - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above av CHARACTERISTICS GETS THINGS DONE RESCURCEFUL ACCEPTS RESPONSIBILITIES CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES DOES HIS JOB WITHOUT STRONG SUPPORT FACILITATES SMOOTH OPERATION OF HIS OFFICE	verage NOT APPLI CABLI	degree NOT OB- SERVED	5 - Outst	ending d	4 * *	5 X
4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each character. 1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above as CHARACTERISTICS GETS THINGS DONE RESCURCEFUL ACCEPTS RESPONSIBILITIES CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES DOES HIS JOB WITHOUT STRONG SUPPORT ACCILITATES SMOOTH OPERATION OF HIS OFFICE IRITES EFFECTIVELY	verage NOT APPLI CABLI	NOT OB- SERVED	5 - Outst	anding d	4 * *	5 X
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is austranding. SECTION D DESCRIPTION OF THE EMPLOYEE In the roting boxes below, check (X) the degree to which each character I - Least passible degree 2 - Limited degree 3 - Normal degree 4 - Above of CHARACTERISTICS SETS THINGS DONE RESCURCEFUL ACCEPTS RESPONSIBILITIES CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES DOES HIS JOB WITHOUT STRONG SUPPORT PACILITATES SMOOTH OPERATION OF HIS OFFICE IRITES EFFECTIVELY ECURITY CONSCIOUS	verage NOT APPLI CABLI	degree NOT OB- SERVED	5 - Outst	anding d	4 * *	5 X
4 - Performance clearly exceeds basic requirements, 5 - Performance in every important respect is superior, 6 - Performance in every respect is austranding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each character I - Least passible degree 2 - Limited degree 3 - Normal degree 4 - Above of CHARACTERISTICS BETS THINGS DONE RESCURCEFUL ACCEPTS RESPONSIBILITIES AN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES DOES HIS JOB WITHOUT STRONG SUPPORT FACILITATES SMOOTH OPERATION OF HIS OFFICE IRITES EFFECTIVELY ECURITY CONSCIOUS MINKS CLEARLY.	verage NOT APPLI CABLI	NOT OB- SERVED	5 - Outst	RATIN	4 * *	5 x
4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding. SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each character. 1 - Least possible degree 2 - Limited degree 3 - Normal degree 4 - Above as CHARACTERISTICS GETS THINGS DONE RESCURCEFUL ACCEPTS RESPONSIBILITIES CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES DOES HIS JOB WITHOUT STRONG SUPPORT ACCILITATES SMOOTH OPERATION OF HIS OFFICE IRITES EFFECTIVELY	verage NOT APPLI CABLI	NOT OB- SERVED	5 - Outst	anding d	4 * *	5 X X X

			2 1/ 1- 1	7 4 1		***				4 +3 - 7	2 ~ 1 1 1	
SECT	ION E		MARR	ATIVE D	ESCRIP 1	ION OF	MANNER.	OF JOB :	EPFORMA	NÇE		
Stress	strongths	and weal	inesses d	emon strate	d'in curre	nt position	Indicate	suggestion	ns mode to e	in physical	Majoveme	nt of his
work.	Give recon	mmendati	one for hi	s troining.	Describe	i despre	vidle; his j	potential fo	or developme id D'ta provid	nt and for a	ssuming or	enter re-
Sul	ject is	one (of the	most.pr	actica	hard-	-neaded	dein-	SEE LI	2a AH	gersis	tent,
an	com et	ent o	oratio	ns and	operati	ons st	aff of it	cers t	บ่อ เธยจะที่	VICOL.	ever	lono m

Subject is one of the most practical, hard-headed, dom-tolk in all grant cover stands and competent operations and operations staff officers this supervisor has ever known in our organization. He fights tenaciously and resourcefully in supervisor has staff advice to the time his chief makes a decision; from that it. Whi apply just as tenaciously and resourcefully to support the decision as he did victiously for his position, whether or not the decision follows his advice. He rives 1000 loyalty to his country, his organization, and his chief. His approach to plans are open of the clandestine program has always been practical, and with the long-range requirements solidly in view. He is forceful and firm in dealing with allied opposite makers; at the same time earning and retaining their respect. He is skillful and pursistent in eliciting intelligence information. His development of contacts in the country assigned has been surprisingly good, even though outside his assigned responsibilities; in other words, he has constantly exercised initiative to place himself in a position to collect intelligence information should the requirement be placed on him. Altogether an outstandingly fine operations and staff officer whom I shall always velcome on my staff. His training, experience, and demonstrated ability in the riold all well demonstrate his qualification to fill assignments in the next higher grade.

SECTION F		CERTIFICATION AND CO	MMENTS
1.		BY EMPLOYEE	The state of the s
	l' ce	rtify that I have seen Sections A, B, C	
'DATE'		SIGNATURE OF EMPLOYEE	
22 A	igust 1960	S/Calvin W. Hicks	
2.	• .	BY SUPERVISOR.	
MONTHS EMPL		IF THIS REPORT HAS NOT BEEN SHOWN T	O EMPLOYEE, GIVE EXPLANATION
	1	IF REPORT IS NOT BEING MADE AT THIS T	IME, GIVE REASON.
EMPLOYE	E UNDER MY SUPER	VISION LESS THAN 80 DAYS	REPORT NADE WITHIN LAST 90 DAYS
OTHER (S	pecify):		
DATE		OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE S/William T. XX Hornaday
20 Au	gust 1960		S/William T. XE Hornaday
3.		BY REVIEWING OFFICE	
I WOULD	HAVE GIVEN THIS EX	PLOYEE ABOUT THE SAME EVALUATION.	
I WOULD	HAVE GIVEN THIS ES	PLOYEE A HIGHER EVALUATION.	
X I WOULD	HAVE GIVEN THIS EN	IPLOYEE A LOWER EVALUATION.	
I CANNOT	JUDGE THESE EVAL	LUATIONS. I AM NOT SUFFICIENTLY FAMIL	IAR WITH THE EMPLOYEE'S PERFORMANCE.
	REVIEWING OFFICIA		the isclated location of the base
and the "	tor etherness"	of its personnel but this ra	ting officer as well as his predeces-
sors have	all rated on	the high side. Thile my con	ting officer as well as his predoces- tacts with subject officer have been d on paper-work subject has originated
infrequen	t and any eval	luation would largely be base	d on parer-work subject has originated
my assess	ment is that s	subject is an average officer	for his age, grade, and experience in
his rathe	r specializea	field. In comparison with to	ther officers I have known in this
DATE (CONCE	तदस्य उन्नासम्बद्ध	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
0.5			
2 Se	ptember 1960		S/Williard Burke /

Re 1960 Julies Reto

ADEILIST VILLE INTERNAL US CHLY

MEMORANDUM FOR THE RECORD

SUBJECT: Request for Disability Retirement Under the Provisions of the CIA Retirement and Disability System - Mr. Calvin W. Hicks

Based upon my review and evaluation of the evidence listed below. I hereby approve the request of Mr. Calvin W. Hicks for disability retirement under the provisions of the CIA Retirement and Disability System and, on the basis of medical evidence submitted in this case, I have determined that the disability of Mr. Hicks is permanent;

- a. Supervisor's statement dated 30 October 1974 submitted in accordance with the provisions of paragraph f.(3) of HR 20-50.
- b. Written report of the Board of Medical Examiners dated 20 December 1974 as submitted by the Chairman of that Board in accordance with the provisions of paragraph f. (4)(c) of HR 20-50.

F. W. M. Janney Director of Personnel

Distribution:

- 0 Return to ROB
- 1 D/Pers
- 1 OPF
- 1 ROB Soft File
- 1 ROB Reader

OP/RAD/ROB/PJSeidel:jat/3257 (24 December 1974)

ADMINISTRATIVE

Mr. Calvin W. Hicks 10207 Forest Avenue Fairfax, Virginia 22030

Dear Mr. Hicker

This is to inform you that the Director of Personnel has approved your request for disability retirement under the CIA Retirement and Disability System. On the basis of medical evidence, the Director of Personnel has determined that your disability is of a permanent nature; therefore, no further medical review of your case will be required.

Your annuity will commence retroactive to 28 December 1974, the day following the date on which your salary terminated. You may be assured that every effort will be made to expedite delivery of your first annuity check following completion of the administrative details required to effect your retirement.

Sincerely yours,

22 75 79

Ronald Gage
Chief
Retirement Affairs Division

Distribution:

- 0 Addressee (CIA Letterhead)
- 1 D Career Service
- 1 OMS
- 1 OPF
- 1 ROB Soft File
- 1 ROB Reader

OP/RAD/ROB/PJSeidel:jat/3257 (30 December 1974)

Mr. Calvin W. Hicks 10207 Forest Avenue Fairfax, Virginia. 22030

Dear Mr. Hicks:

As you bring to a close your active career of service to your country, I join your friends and colleagues in wishing you well in your retirement.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal mendice. service.

May I extend to you my sincere appreciation for the important work you have done.

Sincerely,

/s/ W. E. Coloy

W. E. Colby Director

Distribution: 0 - Addressee

- OPF

Originator:

OP/PAD/ROB/FJSeidel:1s (15 January 1975)

24 %

Mr. Calvin W. Hicks 10207 Forest Avenúe Fairfax, Virginia 22030

Dear Mr. Hicks:

For your information and convenience, an Annuity Statement has been forwarded to you. That statement relates basically to the payment for the period 28 December 1974 through 28 February 1975.

Enclosed is a retiree identification card. Before using the document, please sign your name in ink on the reverse side of the card.

This office is in receipt of your signed statement wherein you elected to receive payment under the Federal Employees' Compensation Act (FECA) in lieu of a rotirement annuity under the CIA Retirement and Disability System. Accordingly, your annuity ceased as of 28 February 1975 and you will henceforth receive benefits under FECA. An adjustment will be made in the payment issued by FECA retroactive to 28 December 1974. If, at a later date, the determination is made that you are not permanently nor totally disabled, your FECA payments might by reduced or stopped, at which time you may request the initiation of your retirement annuity.

If you elect to receive an annuity instead of benefits under FECA, you must so advise the Office of Federal Employees' Compensation, indicating the date of this election. In addition, you should send a copy of your correspondence with that office to the Agency.

Chally blood of the mostly again and Sincerely yours,

I - BER Green

ក្នុវិសាសាស់ស្នេក វ

र नोपके हैं कर र सह

c - Whereares (CT) Lewishbarr

Ronald Gage Chief

Retirement Affairs Division

SECRET (When Filled In)

2 December 1974

CERTIFICATION OF SEPARATING SPIONEE

Name (Last-First-Middle)

HICKS, Calvin W.

MEMORANDUM FOR THE RECORD - ATTACH TO OFFICIAL PERSONNEL POLDER

			' '
I hereby acknowledge the receipt of	the following forms	and/or information	concorning my
separation from CIA as indicated by		et di propinsi di propinsi di propinsi di propinsi di propinsi di propinsi di propinsi di propinsi di propinsi	

1. Standard Form 5 (Notice to Federal Employee about Unemployment Compensation). 2. Standard Form 55 (Notice of Conversion Privilege, Federal Employees' Group Life Insurance). 3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employees' Group Life Insurance Act of 1954). 4. Standard Form 2602 (Application for Refund of Retirement Peductions). 5. Form 2505 (Authorization for Disposition of Paycheeks). 6. Only applicable to Retires - Returned (resignee from overseas assimment). 1 Insurance from this Remove and of the importance of such a medical check to my health and well-being. 7. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty). 3. Instructions for returning to duty from Extended Leave or Active Military Service. Signature of Employee Color of Employee Color of Employee Put Signed 2 C D. 1974 Adaress (Street, City, State, Zip Code) OVERT CORRESPONDENCE FAIRMAL, VIRGINIA 22030 OVERT CORRESPONDENCE		a south a second of the second	
Life Insurance). 3. Standard Form 56 (Agency Certification of Insurance Status, Federal Employees' Group Life Insurance Act of 195h). 4. Standard Form 2802 (Application for Refund of Retirement Poductions). 5. Form 2595 (Authorization for Disposition of Physhecks). 6. Only applicable to Retiree - Returnee (resignee from overseas assignment). 1 have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. 7. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty). 8. Instructions for returning to duty from Extended Leave or Active Military Service. Cignature of Employee Calvar A. Maif. Adaress (Street, City, State, Zip Code) Overspondence OVERT CORRESPONDENCE OVERT CORRESPONDENCE	V	1. Standard Form 8 (Notice to Federal Employ	ee about Unemployment Compensation)
Group Life Insurance Act of 195h). L. Standard Form 2802 (Application for Refund of Retirement Peductions). 5. Form 2595 (Authorization for Disposition of Paychecks). Continue to being to Continue to being the Active Section of Investment to have a modical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. 7. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty). 3. Instructions for returning to duty from Extended Leave or Active Military Service. Cignature of Employee Culom No. Sign Code) Adaress (Street, City, State, Zip Code) Dute Signed 2 C Dre. 1924 Adaress (Street, City, State, Zip Code) OVERT CORRESPONDENCE OVERT CORRESPONDENCE			ivilege, Federal Employees' Group
5. Form 2595 (Authorization for Disposition of Paychecks). CONTINUE to DGHK 6. Only applicable to Rativee - Returned (resignee from overseas assignment). I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. 7. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty). 8. Instructions for returning to duty from Extended Leave or Active Military Service. Cignature of Employee Culvin M. Mich. Adaress (Street, City, State, Zip Code) PMR. CALVIN W. MICHS 10207 FOREST AVE. FAIRMAN, VIRGINIA 22030 OVERT CORRESPONDENCE			Insurance Status, Federal Maployees'
6. Only soplicable to Retiree - Returnee (resignee from overseas assignment). I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. 7. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty). 3. Instructions for returning to duty from Extended Leave or Active Military Service. Signature of Employee Calvin M. Mich. Adaress (Street, City, State, Zip Code) PMR. CALVIN W. MICHS 10207 FOREST AVE: FAINIAN, VIRGINIA 22030 OVERT CORRESPONDENCE		4. Standard Form 2802 (Application for Refun	i of Retirement Poductions).
I have been advised of my right to have a medical examination before my separation from this Agency and of the importance of such a medical check to my health and well-being. 7. CSC Pamphlet 51 (Re-employment Rights of Federal Employees Performing Armed Forces Duty). 8. Instructions for returning to duty from Extended Leave or Active Military Service. Cignature of Employee Calvin M. Shift Adaress (Street, City, State, Zip Code) MR. CALVIN W. MICHS 10207 FOREST AVEN FAIRMAN, VIRGINIA 22030 OVERT CORRESPONDENCE	1		
8. Instructions for returning to duty from Extended Leave or Active Military Service. Dute Signed Calvin M. Said Adaress (Street, City, State, Zip Code) MR. CALVIN W. MICHS 10207 FOREST AVE. FAIRFAN, VIRGINIA 22030 OVERT CORRESPONDENCE		I have been advised of my right to he my separation from this Agency and of	we a medical examination before
Service. Signature of Employee Calvin N. Sich 26 D. 1974 Adaress (Street, City, State, Zip Code) MR. CALVIN W. HICHS 10207 FOREST AVE. FAIRFRA, VIRGINIA 22030 OVERT CORRESPONDENCE			Federal Employees Performing Armed
Address (Street, City, State, Zip Code) Address (Street, City, State, Zip Code) Orrespondence ORREST AVE. FAIRFRA, VIRGINIA 22030 OVERT CORRESPONDENCE			tended Leave or Active Military
Address (Street, City, State, Zip Code) ORREST AVE. FAIRFRA, VIRGINIA 22030 OVERT CORRESPONDENCE	Signa	ture of Employee	Dute Signed
MR. CALVIN W. HICHS 10207 FOREST AVE. FAIRFAM, VIRGINIA 22030 OVERT CORRESPONDENCE			26 Dec. 1974
			Correspondence
	9	MR. CALVIN W. HICKS	NENCE
	3 2.	10207 FOREST AVE	PRESPONDE
	•	FAIRFAN, VIRGINIA 22030	OVERT COM
			(4)

21 MAY 1308

Mr. Calvin W. Hicks 10207 Forest Avenue Fairfax, Virginia 22030

Dear Mr. Hicks:

I am happy to send to you, under separate cover, your Agency Retirement Medallion. The Medallion is a tangible form of recognition and appreciation of your service to the Agency. It should serve as a lasting reminder of an honorable career, rewarding associations and the knowledge that you played your part in a vital activity.

Let me, therefore, add my congratulations and wish you the very best for the future.

Sincerely,

F. W. M. Janney Director of Personnel

and the Wall domin

· 444.

ENLISTED RECORD AND REPORT OF SEPARATION

	Share and the state of the stat	IONOR	ABLE	NECHAI	REE			
e. edu addessirios di Labrica Los Asia	19 M wieder futtive.		3750	674	PVE	Action w	ice s. com	345
35564 202 14			137	e 45	B. PLACE OF	SHARES (STATE OF STATE පපත ප්පර්	•	
13 vd, 5 0.14	POS BAILING PURPOSES	2 25 K. 13		10, MIE 07 1	4.	MACE OF BIE	n NK	*
FA 9		HOUGHT	AS AL A	19. COLOR EVES	14. COLOR PM	\$ 512.31.	377	. po. bere
MITE SECON GRALAISE	40. WAR		N B .CITIES W	Ser interes		Loui C-t		
		**		HISTORY				
18 Jur 43		2 321	:43		Snellin	Time.		· .:
rection Property and	27. EDCAL 8.8. BOARD II	e. Re. countrare st NdLharts. 5	eight ()	300	y .	THE OF ENTRY IN		
tortar C.i. es	. 1607		Si sermen	MI ET 4	19.4	ry, evicuse and m	n è smunship boo	iges, etc
2. BATTLES AND CAMPA	16/5	\$ · · · · · ·	, , ,				1	
Rhineland	<u>, , , , , , , , , , , , , , , , , , , </u>						<u> </u>	
VAME BULLIONS	irations Lightings St	Lor not.	s bart	ಅವಾಗ ಟೆಜ್	ಗ್ರಹ್ಮ ತೆಲುದಿಗ	ton		. ·.
O NOV HA CE	ACTION		, '		-		<u> </u>	
	FULL INMUNISTION	DATES	. 1 34.	SEI	IVICE OUTSIDE	COTINENTAL U. S.		
ALLPOE TIPHOI	، ما ما	OTHER (SPOCELY)		E OF DEPARTURE	1	ATION.	DATE OF ARR	
	1 P	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		4 50°, 14.	ETO USA		10 00	
CHTINESTAL SERVICE	FOLTIGY SEPVICE	JO. HIGHEST CRAS	IS MELD	a recomp	4.77		D EW	(42
12 77 14	TEAS HOSTHS DAY	7			ŀ		1	
. PRIOR BERVICE			·				4	
ic na			,	•			**	
FEASON AND AUTHORI	TY FOR SEPARATION	for planting	e ois	51				
SERVICE SCHOOLS AFT	CHOED.					49.	EDUCATION (Years I
- 1			PAY DA				<u> </u>	-
Longitude Car		THIS PAYMENT 45.52.22	75 to	THAVEL PAY 4	7. 701AL AMOU	T. BANK OF BINDER		
<u> </u>	/		SURANCE N	OTICE				
GOSTANT WALLEY	20,7-1 in a 40, 100, 72, 2	delle lengte de le son de gr	CHICAGO STATE			00 00 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	25. B. C.	4At ems
NAME OF INSURANCE	Associate Street to	31 AU 2 HA	30.3	raccatta)	6.50		CORDING CALL	Na 19
 	BE. REMARKS (This space for country	202 of 02079	toms or entry of	ol other rems	specified in W. D.	Duccuves)	
	80 and 4.4 and	iston destin			,	1		
			45 60	7 277 13	7.5			
	To Lot	sisting devoluteday. 300 descendid		•		N.N.		
	2	and the ways a	al Boy W	, , , , , , , , , , , , , , , , , , ,		.	. •	
SIGNATURE OF PERSON	<u> </u>	in and the second	IL OFFICER IT	pe same, arad	e and prays	men - signature)		
later.	w. flin	1	- 3	Strab	الم المراجعة	مسمعماريس		
so rere \$3:35 cromber 1914	This term surerse. WD AGO Forms 33 entitled to an lice	as all phonous outli- and \$5 to columns to norable Durances, that receipt of this rev	C 2 C 1	VETERANS ADM	SINTETRATION Discourse	SECIONAL OFFIC Se for oudress s	COPY	

CL FICATE OF DISABILITY FOR DISC RGE I, AR 615-361)	,
REPORT OF HOARD OF MEDICAL OFFICERS (MET GADEN REUVISIONS, OF SECTION TELEMICAL ASSET	-
1. CAST-aufr. eliegt.moor's proofe intitut	
HIGH Calvin W. 37. 568 694 Fyt 24 /u-45	
Co. M. 335th Inf. A20 # 84	
T. arres cantage Control of all information obtainent and a casteral grammation, of find into individual unfit for milital	•
The later of the second of the	. :
(25) Feet, disorders of, incurred during service	
Trench foot, bilateral, moderate. Incurred prior to	- 4
Disability manifested by pain and swelling of feet on pro-	
lowed weight bearing, excessive perspiration, and sensitivity.	
to heat and cold.	
	-
_ 0000 - 0 - 1 MT	, 1
AND ACCOUNT DESCRIPTION OF ACTIVE POLICY TO COTOSTO SECURITY OF THE THE PROPERTY OF THE PROPERTY OF THE THE PROPERTY OF THE THE PROPERTY OF THE THE PROPERTY OF THE PR	
DATE OF ORDER DATE DECAME UNFOT STOVICE DATE TO CONTROL OF STOVICE	
1. Nov 44 30 hov 44 x x x NOT REQUIRED x x	-1
	- }
REMADES (Eldents by Bos Munders)	
Incurred in authorized military activity - Yes	- 1
E-RAY OF CHEST HAS DEEN TAKEN, NITHIN SO DAYS AND PEPONT 13 FILED IN CUMPENT CLINICAL RECORDS :	3
IN ACCORDANCE WITH THESE FINDINGS, WE RECOMPEND THAT INDIVIDUAL BE DISCHARGED A PRESIDENT STRUCTURE (Standburg entra) ACCORDAN'S STRUCTURE (Standburg entry) [10] This menetal's Structure (Ref. Require)	\Box
19. Satisforal, 2 Stoutingt (2140 Octobros outh) 2. Steonoff, 2 Stoutingt (2240 Octobros outh) 100. 18110 ufueru: 2 20 aurituaterus, mager.	"
11: TYPED HAME AND GRADE 12. TYPED HAME AND GRADE 19. TYPED HAME AND GRADE (Required)	\dashv
WILLIAM H. CUTHRIE AARON TAYLOR JAMES F. LYMAN	- 1
Capt, MC Let Lit, MC Capt, MC	
APPROVAL. C. O. MOSPITAL APPROVAL: DISCHANGE AUTHORITY APPROVAL:	
15. DATE 25 MILE 45 16. DATE SIGNATURE (Sign Original only) 18. RIGHATURE (Sign Original only) 19. RIGHATURE (Sign Original only)	_
SIGNATURE (Sign Original only) 18. SIGNATURE (Sign Original only) 19. SIGNATURE (Sign Original only)	1
20. TYPEO NAME AND GRADE BY THE STATE AND GRADE COLONEL FOX: 22. TYPED NAME AND GRADE	-1
by order of coroner /CA: [I
FRED D. SR.HAM, 1st Lt, MC	-1
TO THE ADJUTANT GENERAL HEADQUARTERS HOSP CENTER, CP CUrson, Colo. DATE 20 1.U. 45	
23. DATE 1-DIVIDUAL 24. PRIOR SIRT- 25. DATE OF GAST DISCHARGE, IF ANY 26. IF ROSENT FROM UNIT WHEN DISEASE WAS CONTRACTED OR INJURY I CEIVED, STATE CAUSE, PLACE, AND DATE -	٩.
2 Jul 43 Cone	1
27- DATE INDIVIDUAL 28- DISCHARGED AT 189. 90. 155	+
and the state of t	-4
28 Aug 45 Cp Carson, Colo. /x (sales) (table 1/2 X 10 165 X 10 10 165 X	~]
PERMANENT ADDRESS FOR MAILING PURPOSES FOR LEGAL GUARDIAN OR VETERANS' FACILITY OF FURTHER CARE REQUIRECT	1
34- STACCT OR A.F.D. AUNBER, COTT, COUNTY, AND STATE	-1
Years 12 January County South Salary	
	-
Java, Walworth County, South Dakota	_
INDIVIDUAL WAS GIVEN OPPORTUNITY TO APPLY FOR PENSION - INDIVIDUAL WAS FURNISHED WITH A DISCHARGE CERTIFICAT	4
INDIVIOUAL WAS GIVEN OPPORTUNITY TO APPLY FOR PENSION - INDIVIDUAL WAS FURNISHED WITH A DISCHARGE CERTIFICAL 15. TIPED TIPE THE AND GRADE OF PERSONNEL OFFICER 18. PERSONNEL OFFICER'S SIGNATURE (The Departure on copies to	4
INDIVIDUAL WAS GIVEN OPPORTUNITY TO APPLY FOR PENSION - INDIVIDUAL WAS FURNISHED WITH A DISCHARGE CERTIFICAL 15. TIPED TAME AND GRADE OF PERSONNEL OFFICER 18. PERSONNEL OFFICER'S SIGNATURE (The Braneture on copies to	4

SUPERILLES W.O., A.S.O. FOR BOL AC. HE ANGUST IN-S. MAKER WILL PLT BE BEED AFTER RECEIPT OF THIS REVISION.

W.D., A.S.D. PORR BO. 85 ES NAT 1944

14 00000

MEMORANDUM FOR: Secretary, DDP/QSI - HMA Panel

SUBJECT

: Notification of Approval of Quality Step Increase -Calvin W. Hicks

- i. I am pleased to send to you the attached.

 official notification of the approval of the Quality Step

 Increase which you recommended for this employee.
- 2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

Harry B. Fisher
Director of Personnel

Distribution:w

Orig & 1 - Addressee

. 1 - OPF - HICKS

1 - D/Pers Chrono

1 - C/SPD

1 - CSPS

OP/SPD/RLStaten:whg (6 Apr 72)

cauline' took peteral's cauline' took peteral's cauline's took

17 March 1972

MEMORANDUM FOR: Director of Personnel

VIA .

DDP/OP

SUBJECT

Request for Quality Step Increase

Mr. Calvin W. Hicks

1. The GS-13 Evaluation Board for FY 1972, having carefully reviewed the performance or all officers in grade GS-13 according to the standards of HR 20-31a(3)(b), recommends Mr. Calvin W. Hicks for a Quality Step Increase.

- 2. Mr. Hicks performed in a superior manner as a paramilitary officer luring the early years of his career, overseas and in Headquarters. A medical hold on overseas duty led to his assignment in 1967 to the Intelligence Watch/FI Staff where he has remained up to the present. Mr. Hicks has received overall ratings of strong" from 1968 through 1971, with his performance characterized as exceptionally proficient. Of the seven officers with whom he serves on a rotating basis, four are GS-14's. The FI Staff has recommended Mr. Hicks for promotion in 1968, 1969, 1971 and 1972, with a recommendation for QSI in 1970. None of these recommendations were approved.
- 3. The Board has noted that Mr. Hicks plans to retire in 1974 at the age of 50. In view of the very high regard in which he is held by the FI Staff; his record of sustained superior performance and his high dedication to the Agency, the Board recommends recognition in the form of a Quality Step Increase for Mr. Hicks.

Arthur E. Callahan

Chairman
GS-13 Evaluation Board (FY 72)

CONCUP.

4.0. / VIW

Date

ADDDŽVED

wid Wenn - 31km 7

Director of Personnel Date

SECRET (When Fitted In

QUALIFICATIONS UPDATE READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS Now that your qualifications are a matter of computer record, they must be periodically updated. This is done auto-matically for much information, however, some must be excluded directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only it there have been changes since you submitted your Form 1441. "Qualifications Supplement to the Personal History Statement," or a previous update form. Journal of the commentary of the commentary of the control of the commentary of the control of the commentary of the control of the commentary of the control of the commentary of the control of the commentary o SECTION I BIOGRAPHIC AND POSITION DATA IMP. SER. NO. NAME (Last-First-Middle) GRADE 8 Nov 24 D 056361 Hicks, Calvin W GS-1 SECTION II: EDUC AT LON HIGH SCHOOL LAST HIGH SCHOOL ATTENDED . ADDRESS (City, State Country) YEARS ATTENDED (From-To) - GRADUATE ☐ vi ☐ •• COLLEGE OR UNIVERSITY STUDY SUBJECT NO. SEM/QTR YEARS ATTENDED DEGREE HAME AND ECCATION OF COLLEGE OR UNIVERSITY RECEIVEN RECEIVED IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUSMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS MAME AND ADDRESS OF SCHOOL STUDY OR SPECIALIZATION FROM 70 NO. OF MONTHS OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE NAME AND ADDRESS OF SCHOOL STUDY OF SPECIALIZATION NO. OF MONTHS SECTION 111 MARITAL STATUS 1. PRESENT STATUS (Single, Married Widowed, Separated Divorced Annulled Remarried) SPECIFY: 2. NAME OF SPOUSE (Lest) (First) (Middle) (Vaiden) . DATE OF BIRTH 4 PLACE OF BIRTH (City.State.Country) 5. OCCUPATION S. PRESENT EMPLOYER 7. CITIZENSHIP 8. FORMER CITIZENSHIP(S) COUNTRY(IES) 9. DATE U.S. CITIZENSHIP ACQUIRED SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE MAME DATE AND PLACE OF BIRTH CITIZENSHIP PERMANENT ADDRESS ADD ·). . DELETE ADD DELETE SECRET

2-es fifth err servione

₽Î'AUG ENID∙

<u> </u>	A Carta malinar m	(auen billed fe	, <u>, , , , , , , , , , , , , , , , , , </u>	<u>"</u>	<u> </u>		· ·	
21. 11.	GEOGRAPHIC AR	EA KNOWLEDGE AND	FOREIGN TRA	VEL	7		٠.٠	<u> </u>
NAME OF REGION TYPE OF	SPECIALIZED	DATES OF TRAVES	DATE &	PLACE	#### #################################	PACOULT	1100	CHECK (
		1,11	, ,,,		01 4 6			48.61
			$T_{i} \stackrel{f}{\sim} T_{i}$		·	3		
SECTION VI	TYPING	AND STENOGRAPH	C SKILLS		1 12 12			
TYPING (PPM) 2 SHURTHAND (WPM) 3.	INDICATE SHORTHA	NO SYSTEM USED	CHECK (A') A	PROPRIAT	TE TEM			
	CREGG:	SPEEDERET	NG 🔲	STENOTYPE	. [SPECIF	¥ t	
SECTION VIII	SPE	CIAL QUALIFICAT	ONS		1 17		1	. : 4
PROVIDE INFORMATION ON HOBBIES, SP	ORTS, LICENSES. P	VOLIBRED MATERIA	LS. OR DEVICE	S. #H1CH.	YOU MAY	HAVE' IN	ENTED.	٠,
					```		· · · · ·	
								, `
SECTION VIII		HILITARY SERVICE				100	<del></del>	<del></del>
OCC.10# 7111		RRENT DRAFT STA		<del>,</del>	<del></del>			7 .
1. HAS YOUR SELECTIVE SERVICE CLAS			· · · · · · · · · · · · · · · · · · ·	<del></del>			<del></del>	
T YES  3. LOCAL SELECTIVE SERVICE BOARD N	□ NO		4. IF DEFERR		er 490h		<del></del>	
1. LOCAL BELECTIVE SERVICE BOARD N	DEREN AND ADDRESS					•		
		ERVE. MATIONAL C	HARO STATUS	· · · · ·				<del></del> ,
	THE THAT HES	Char, San Tourie	<u> </u>		<del></del>			·
CHECK RESERVE ON GUAPO ORGANI- ZATION TO WHICH YOU DELONG	NAVY . "	MARINE CORP	• 🗆 0	AST GUARI	• -	٠	TIONAL	
1. CURRENT RANK, CHASE OR RATE 2. 0	ATE OF APPOINTMEN	T IN CURPENT RAI	K 3. ExPI	ATION DATE	OF CURRE	T OBLIGA	TION	
i i	11/2			'		•		
	· .			٠.				
4. CHECK CURRENT RESERVE CATEGORY	READY RESERVE	STANDBY ( at he)	STANC	BY ( inactive	<u>,                                    </u>	RETIRED	ZIO	CHARGED
S. MILITARY MOBILIZATION ASSIGNMENT	<b>.</b>	6. PC3	CAVE UNIT TO	WHICH A	SSIGNED	OR ATTAC	HED	
MILITARY SCHO	OLS COMPLETED (Ex	tended Active. I	egerve Duty.	or as C	(villan)			
NAME AND ADDRESS OF SCH	OOL '	STUDY OR SPEC	HOLTASION	DATE CO	MPLETED		12-44-14	
						#£'\$10	26 57	
	· }	1				40840	Y-3P0H3	0 * 4 D
SECTION EX	PROFESSIONAL SOC	IETIES AND OTHER	ORGANIZATI	)#S				
NAME AND CHAPTER	ADDRESS	(Number Street.	City.State.C	ountry)	,	DATE	OF MEMS	
						***	•	13
			•			1	ı	
	<u> </u>	-			· .	<u> </u>		<del></del>
•	1.					1	-	
·	<del> </del>	·				+		
						1		
PATIAN N	<u> </u>	DD4 10-2				1		-
ECTION X	<del></del>	REMARKS		<del></del>				
				•				
				•			•	
•					•			
	•	, .	•					
NTE I	SIGNATURE OF EMPL	OVEE	<del></del>	<del></del>				
8 Jan 1971	/ / I	2.14	i ko				_	
' /	ر زال فراسر	· /,.	<i>y</i>				-	

# FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROFIAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

			٠.	1.0			1		
T	റ	·C	റ	MPI	FTF	TI-	211	FOR	2 M.

#### FOLLOW THESE GENERAL INSTRUCTIONS: 30 1

Read the back of the "Duplicate" carefully before you fill in the form.
Fill in BOTH COPIES of the form. Type or use ink.
Do not detach any part.

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or thee):

4	HICKS, CALL	first) (middle) 12 12165012 05636/	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
	EMPLOYING CEPARTMENT OR AC	ENCY .	LOCATION (City, State, ZIP Code)	
				<u> </u>
3	MARK AN "X" IN ONE Of Mark, here if you WANT BOTH optional and regular insurance	I elect the \$10,000 addit	L (IN ADDITION, TO REGULAR	R) INSURANCE uthorize the required deductions if cost of the optional insurance.
	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance	I decline the \$10,000 add tional insurance until at le at the time I apply for it of insurability. I understai	east 1 year after the effective da ,I am under age 50 and preser nd also that my regular insurance	NSURANCE identification and unless to stress and that I cannot elect op- te of this declination and unless it satisfactory medical evidence its sinot affected by this declina-
	Mark here if you WANT NEITHER regular nor optional insurance  (C	insurance Program. I und surance until at least 1 ye I apply for insurance I am surability. I understand a	and I waive coverage under the erstand that I carriet cancel the ear after the ethicine date of the under age 50 and present sati	e Federal Employees Group Literis waiver and obtain regular in- is waiver and unless at the time stactory medical evidence of in- infer have the \$10,000 additional

SIGN AND DATE. IF YOU MARKED BOX "A" OR "C".  COMPLETE THE "STATISTICAL STUB." THEN RETURN	FOR EMPLOYING OFFICE USE ONLY
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.	(official receiving date stamp)
SIGNATURE (do not print) Colorin hr. Sich	SEL NA TE 8 31 837
DATE 14 Fickmany 1968	Bar Table of Effective Dates on back of Original
ORIGINAL COPY—Retain in Official Personnel Folder to any	STANDARD FORM W. 176-T

OLUTE!

MESORATUUS FOR: Deputy Director for Tang?

SUEJECT

: Emression of Approbation and Coumendation for the Intelligence watch.

t. I wish to express by appreclation and personal praise for the porformance of the MINING thereof watch during the height of the recent Middle Bost crisis. I sa informed that the Ara. -Israeld war and its safeigath were primary factors which resulted in the Watch : processing for the moush of June the highest number of olesementrone sinco ite cocablichment. The Watch vis particularly holpful to this Division in casuring that the dissemention of the reporting on the Middle East situation was not only rapidly disseminated locally to the Intelligence Community but also promot! / Telayel to interested oversous military commands and CIA field statious.

2. The judgment shown by Watch Officers, often under trying direumstances, was invariably sound ini holoful. The worth of the batch, particularly Suring the crisis situation, was once more demonstrated to all of us in RE Division.

> JAMES H. CRITCHTITED Chiof, Near East and South Asia Division

#### Distribution:

Orig and 1 - Addressee .

11 Build the party of the contraction

1 - C/NE

1 - C/FI/INT

1 - C/FI/INT/IW

1 - Official .. Copy ...

CALVIN HICKS

CNE_INTEL:DLConnelly:vb/5425 (30 August 1967)

		<del>*************************************</del>					<del> </del>		· · · · · · ·		
17 6			VE.	RIFIED	RECOR	2 0F 0	VĒRSĒA	S SERV	ICÉ		
T	0: Office of Ber	sonne l	l, Stat	tistics	ıl Repo	rring	Branch	, ROOM	192 Curie	Hall	
	EMPLOYEE SERIAL NO.	LAST	7, 8	<u> </u>		F EVP	LOYEE		3105/6	OFFICE/C	ONFONENT
	1-3	(Pr	int)			ê-23	, , , ,			24	- 25
	56361	Н	ICKS	··· ; ` ··. · , <u>;</u> `	,	CALV	, <b>.</b>	1 - 10	W	50	
TO	SE APPROPRIATE SPECE ( D DESIGNATE SPECE ( D DESIGNATE SPECE ( D D D D D D D D D D D D D D D D D D D	25915510	N IS OF	BASIC DA	EITHER TA, CORE	PECTION.	DY. 145				
-	-				<del></del>	TS OF SI	ERVICE		· · · · · · · · · · · · · · · · · · ·	:	
<u> </u>	TYPE OF ZATA		Т	ARRIVA	<b>.</b>	3	DEPARTUR	ı f	es.	MTRY.	OMIT
		cost	10 NTH	DAY	YEAR	<del></del>	- 047	-503		<del> </del>	39.41
3	· PCS (Basic) · CORRECTION	26	27-28	29-30	31:32	33.34	35-36	37-38		•	
3	- CANCELLATION	1	08	27	5.5	7			CHER	AT	555
					TDY- DAT	ES OF SI	ERVIÇE				
	TYPE OF BATA			DEPARTU	RE		RETURN		34A	4(3)	OMIT
	- TDY (Basic) - CORRECTION - CANCELLATION	COÓL	W0 W T H	0.4	VEAT	4-74TH	DAV	*1.**			39-41
			.27-28	29-30	31.32	33-34	35-36	37-38			
			i	L	uiber N	RECORD	Poster	Ll	·		<del></del>
÷	TRAVEL VOLCHER	·	<del></del>	3,	ONCE IN	1. F	ATCH		<del></del>		
	CABLE		• .	`		DUTY	STATUS	74 TIME	AND ATTENDANCE	9EPORT -	
	OTHER (Specify)	-		-							
0	CUMENT IDENTIFICATION	NO.					T DATE/P				
	1N-335	"				6	8/27	138		···	-
E	MARKS		•		,				•		
				•							•
·.											-
-	PREPARED BY		REPOR	T ANNOTA	TED ON		ABOVE D	IFFE AT	FIED CORRECT. E		URCE
T	FISCAL DIVISION		DATE	<del></del>	<del>_</del>	SEGNATUR	E 42		Se 3000	5. 11	
	FINANCE DIVISION			rembe.	- •	:	11.	. <₹.	m. Ville	۱۰ در م	

1451a

SECRET

(4-10)

<u> </u>				CHP	en Filled	(10)			te	1 1/2 2
		VΕ	RIFIED	RECOR	D OF O			ice 56028	2 MAY 4 (	5
To: Office of Per	sonne l	., Stat	istica	1 Repo	orting	* .	7.		The same	2.50
EMPLOYEE SERIAL NO.	LAST	4 <u>, , , , , , , , , , , , , , , , , , ,</u>	7.		OF EMPL		unik (j. 17 Julius V	MIDDLE	OFFICE/CO	MPONEN
1-4	(Pr.	int)	71-		7- 26	17.53			110	<b>26</b>
<b>0</b> 56361	HIC	CS .			Calvi	l <b>n</b>	- '.	Ŵ.	<del>vii</del>	
SE APPROPRIATE SPACE O DESIGNATE WHETHER S UMBER FOR THE MONTH.	UBM   53   OI	N IS OF	BASIC, DA	EITHER TA. CORE	ECTION,	DY: INS	IERT APPI LLATION	POPRIATE CODE N (One only). REP	UMBER IN "COD ORT DATES BY	E [#] COLU
				PCS DAT	ES OF SE	RVICE				
TYPE OF DATA			ARRÍVA	L		DEPARTUR	٤	cou	HTRY	OMIT
· PCS (Basis)	27	28-29	30-31	92.33	34-35	5AV 36-37	30-39			40.4
CORRECTION CANCELLATION		1		, '				• •		
				TDY DAT	ES OF SE	RVICE				· .
TYPE OF DATA		· ·	DEPARTUE	E .		RETURN		ARE	(5)	OMI
TDY (Basic) X CORRECTION CANCELLATION	CODE 27	MOHTH'	94V.	20.33	MONTH 34-35	94 - 37	38-39	. 211		40-4
	2 (	04	01.	65	64	<b>0</b> 6	65	₩I-(Sate	duan, PR)	
			so	URCE OF	RECORD	DOCUME	NT			
TRAVEL VOUCHER WH	-881-69	 5			D15P	ATCH				
CABLE					DUTY	STATUS	OR TIME	AND ATTENDANCE	REPORT	
OTHER (Specify)					``			,		
CUMENT IDENTIFICATION	NO.		<del></del>		DOCUMENT	DATE/PI	ERIOD		· · · · · · · · · · · · · · · · · · ·	
					4/	1/65 @	1045	- 4/6/65 €	1900	
No leave										
•			•					,		
•		•			<i>.</i>		•	\$ ,		•
		•								
PREPARED BY			T ANNOTA		<del></del>	ABOVE DA	TA VERI	FIED CORRECT. B	ASED UPON SOU	RCE
PREPARED BY			E DOCUME	NT	SIGNATURI dsv		TA VERTI	TED CORRECT. B DOCUMENT CITE	ASED UPON SOU	RCE

	VE	RIFIED	RECO	C OF O	VERSEA	S SERVI	CE		
· -									, ,
				`. `-				- 1. 1.	
onne l	Stat	istica	1 Rep	ording	Branch	, ROOM	192 Curie I	āH _{Nb}	: , ,; 
NAAT					OYEE	<del></del>	NA PROPERTY	OFF ICE/C	DAPONENT
	ne) **	, ,	3 7 7	7-24				-28-	76
			; , ,	· Alb					4.
Hic	15, ·		1	CALVII			w.	58	). 
		_	' IN:	STRUCTIO	NS.				. :
MISSION	15 OF E	BASIC DA	TAL CORP	RECTION.	DY. 1%S OR CANCE	ENT APPROL	PREATE CODE NUM One.onfy). REPO	IRER IN "COO PT CATES BY	E" COLUMN USING TH
* -			CS DAT	ES OF SE	RVICE	٠, ٠,			
I						•	COUNT	RY	OMIT
(1007)	MONTH	DAY.	4114	46414	DAY	***	,		40-42
??	20.29	30-31	32-33	34.35	36-37	30-39			
1			,	CV	25-	CV	PAKISTAN		53.3
			1	ES OF SE			f		
							- ARCA (	51	OMIT
	26-29	30-31	32-33	34-35	136-37	30-33-	* *,		40-42
1									
		so	LRCE CI	RECORD	DOCUMEN	ir		-	
				DISP	ATCH		*		<del></del>
				DUTY	STATUS (	A PHE F	ND ATTENDANCE R	EPORT	
			4	L		• 1			
0.				DOCUMENT	OATE/PE	9100	,	<u> </u>	
181					SERT	5 1966		•	
							-		
							•		
							1.4. hr.3.		
						*		69	
	REPORT	ANNOTAL	TED ON	· · · · · · · · · · · · · · · · · · ·	ABOVE OAT			ED UPON SOU	RCE
	4								
0	9/2	/	1	SIGNATURE	11	ووسم ليون	ه سسور ا	23	1
	HIC LOW TO MISSION D LAST	HICAS.  HICAS.  LOW TO REPORT IN 15 OF 1 OF LAST TWO DIG.  CODI. WONTH 27 28-29  1 28-29	HICAS.  HICAS.  LOW TO REPORT DATA FOR MISSION IS OF BASIC DATE ONLY  ANNIVAL CODI. WONTH DAY.  27 28-29 30-31  DEPARTUR  CODI. WONTH DAY  27 28-29 30-31  SO  REPORT ANNOTAL	PAST  (Print)  HICAS.  INC.  LOW TO REPORT DATA FOR EITHER MISSION IS OF BASIC DATAL CAN DEASY TWO DIGITS ONLY FOR YELL TO BE ARRIVAL CODE. MONTH DAY VEAL TO BE ARRIVAL T	PEST (Print)  (Print)  (Print)  (Print)  (Print)  (Print)  (Print)  (Print)  (Print)  (Print)  (Print)  (NSTRICTIO  INSTRICTIO  INSTRICTIO  PUBLIC DATA FOR CITMER PCS OF SE  PCS DATES OF SE  ANRIVAL  (ODI)  UDHTN DAY VEAN WONTH  27 20-29 30-31 32-33 34-35  DEPARTURE  CODI WONTH DAY VEAN WONTH  27 25-29 30-31 32-33 34-35  SOURCE OF RECORD  DISP.  DOCUMENT  O.  REPORT ANNOTATED 28	HICAS  INSTRICTIONS  LOW TO REPORT DATA FOR EITHER PCS OR TDY, INSUBSION IS OF BASIC DATAL CHRECTION, ON CANCE DEAST TWO DIGITS ORLY FOR YEAR.  PCS DATES OF SERVICE  ARRIVAL  CODI. WONTH DAY YEAR WONTH DAY  27 20-29 30-31 32-33 34-35 36-37  TDY DATES OF SERVICE  DEPARTURE RETURN  CODI. WONTH DAY YEAR WONTH DAY  27 26-29 30-31 32-33 34-35 36-37  SOURCE OF RECORD DOCUMENT  DISPATCH  DUTY STATUS OF SERVICE  ABDVE DAY  ABDVE DAY  ABDVE DAY	CALVIE  INSTRICTIONS  LOW TO REPORT DATA FOR EITHER PCS OR TOY. INSERT APPRILISATION IS OF BASIC DATAL CONFECTION. OR CANCELLATION OF LAST TWO DIGITS ONLY FOR YEAR.  PCS DATES OF SERVICE  AMBIVAL DEPARTURE  CODI. WONTH DAY. YEAR NOWTH DAY YEAR  TDY DATES OF SERVICE  DEPARTURE  DEPARTURE  RETURN  CODI. WONTH DAY YEAR WONTH DAY YEAR  SOURCE OF RECORD DOCUMENT  DISPATCH  DUTY STATUS OR TIME A  DOCUMENT DATE/PERIOD  SERVICE  DISPATCH  DUTY STATUS OR TIME A  ABOVE DATA YERIFI	CALVIE:  W.  HICAS.  CALVIE:  W.  INSTRICTIONS  LOW TO REPORT DATA FOR CITHER PCS ON TOY. INSERT APPROPRIATE CODE NUMBERS OF BASIC DATA CONSECUTION. ON CANCELLATION TONG ONE ST. REPORT TWO DIGITS ONLY FOR YEAR.  PCS DATES OF SERVICE  CODI: WOWTH OAT VEAR WORTH OAY VILL  TOY DATES OF SERVICE  DEPARTURE ALTURN AREA  COOP WORTH DAY VEAR WORTH OAY VILL  TOY DATES OF SERVICE  DEPARTURE ALTURN AREA  COOP WORTH DAY VEAR WORTH OAY VILL  SOURCE OF RECORD DOCUMENT  DISPATCH  DUTY STATUS OR TIME AND ATLENDANCE R  DOCUMENT DATE PERSON  O.  DOCUMENT DATE PERSON  ABOVE DATA VERIFIED CORRECT, DAS   CAST  (Print)  2-34  2-36  (Print)  2-36  (Print)  2-36  (Print)  2-36  (Print)  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10  10-10	

Recorded by CSPD

9 November 1960

MEMORANDUM FOR: Chief. ME

FROM

William T. Hornaday, formerly CCB Cherat

SUBJECT

: Letter of Commendation for Calvin W. Hicks

- 1. This is a letter of commendation for Calvin W. Hicke for the period of 7 January 25 August 1960. During this time he served under my command on the staff of ACLEVEL Project. His assignment was Operations Officer on the ACLEVEL staff, and Chief Operations Officer for the United States element of the Joint Operations Staff, serving operate a like officer from the Allied service.
- 2. Hicks at all times was an outstanding member of the staff. He was zealous in his efforts to improve operational techniques to increase operational assets, and to insure that these assets were of trustworthy nature and ware highly trained and qualified. His forcest thoughts were always contered on what was test for the interests of the United States. He was practical, unremitting in his efforts, and nard-headed in his analysis of how best to deal with the Allied partners for the best interests of the United States. He was a sound staff officer, offering sound operational advice to his commander, and always submitting staff work in completed form. After giving strong support to the courses of action recommended by him, he never failed to give complete support to his commander after a decision was made, even though it controvened the course he favored.
- 3. Mr. Hicks has been a GS-12 since November 1956. He has amply demonstrated his complete qualifications to perform the duties of the next higher grade, and it is my conviction he has earned the right to early consideration for promotion.
- 4. I shall always welcome any optortunity that permits Mr. Hicks to serve with me again.

William T. Hornaday

SFCRFI

25 May 1961

HEMORANDUM FOR: Chief, Finance Division

FROM

: Chief, WH/4/Support Staff

SUBJECT

1 Promium Pay

Due to the recent reduction in heavy workload requirements, the following employees are no longer entitled to Premium Pay. It is requested that this entitlement be discontinued effective C.C.B. 27 May 1961. Their salaries are chargeable to Allotmont #535-5000-8021.

BLATR, William E. DOUGLAS, Jesse S. HICKS: Celvin W. TSAMINGER, John W. RULMUK, Walter P.

NAPOLI, Louis P. SEFHAFFR, Ralph G. SILEO, Anthony L. WARNER, Thomas D. WHEDBEE, Robert E.

Ellshmedt Chief, WH/4/Support

Distribution: 2 - Chief, Finance Division (ea. employee)

2 - Director of Personnel (ea. employee)

11 January 1961

To : Director of Tersonnel

730) : Chief. MJ

SUBJECT: Additional Commensation in Lieu of Overtime agreent

HAS: Femo dated 11 January 1941 from SSA/DDS to DD/S. approved by DD/S. Subject: "sample e Senetite for JPATS Personnel"; and Team dated 22 December 1960 from ADD(P) to Denuty Director (Flans), Subject: "Surloyee Renefits for Personnel Assistme! to VIATA".

In accordance with referenced memorania, it is requested that the rersonnel listed below be authorized to receive additional compensation effective 8 Jenuary 1941, at the rate of 153 of their respective rates of basic annual compensation (but not to exceed the respective rate for a CS-9) in lies of payment of the regular overtime rates for irregular, unscheduled and request overtime.

,	<u> </u>	M.PLOYES Sected No.	TITLE		YEALAR	•
- i	בי במקבור להסתל למוצור במוצבור בי במוצבור בי במוצבור בי במוצבור בי במוצבור בי במוצבור בי במוצבור בי במוצבור בי	56789	-ors-officer	mary and any and appropriate	\$24,055	
	WHENOSTE, Robert R.	509360	Or officer		12,990,	
	Deffilas, Jesse S.	229350	Gis Officer :		14.055	
	FULLIFS, David A.	654300	Ora Officer		12,730	
	destal, bouls b.	012616	OFS Officer		12,210	- 1
	KUZPUZ, Wolter P.	064738	073 0771 ter		12.730	
	PRESECT John D.	55093	OPS Officer	-	11,675	
	MANNER, Thomas D.	59794	Instructor (CPS)		3.455	**
	HINS, Ochein V.	56361	Guerrilla Warfere	Officer	5,475	
	MILZY, James	60471	OPS Officer		p,q60	
	"ILEO, Anthony L.	559127	OPS Officer		7,320	
	BLAIR, William S.	56218	Instructor (OFS)		3,955	
	Y3"DAL., Sidrey S.	059517	Cr: Officer		11.155	
	NEYWOLDS, Robert	55407	Cim Officer		12,470	
	SPARKE, Street N.	42245.	Instructor (GPS)	•	12,470	•
	EPGWY, Provel S.	61901	OP: Officer		475	
	CARTWITCHT, Cectl J.	5784-0	OPC Officer		9,215	11.
	CHRISHA, Samuel J.	56622	ADE Office-		7,820	
	1032735, Davit 5.	63385	UPS Officer		12,210	
	ZEUT, billien t.	559198	GPS Officer		9,215	

All the above employees are on Allottent +535-5000-3021.

Jering 1

WETT D. ECHOLS

SECHET

in the

The same a great a second at the same and a second at

and the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of the same of th	(Shen Filled Ing	· · · · · · · · · · · · · · · · · · ·	
INSTRUCTIONS: CONFESTE IN CUPLICATE. TH ALCONOMIC THE CONSICTION SITE LEASE AT GOI THE PROVIDING CURRENT HIS DESCRIPTION OF CONTROL ORIGINATION THIS FORM BLL BETTER THE TOTAL	IDENCY INFORMATION REQUIRED' (	TY, KÎTUNN TO RESIDENCE N THE EXPRIT OF AN EMPLOY	LECK SEPARATION, AND
NAME OF EMPLOYEE		(Viddle)	
HICKS		NILSON	,
No. of the second	RESIDENCE DATA		
PLACE OF RESIDENCE WHEN APPOINTED		E IN CONTINENTAL U.S. (	f. meninted abroad)
JAVA SUAK			
PLACE IN CONTINENTAL U.S. DESIGNATED AS P	ERN INENT RESIDENCE		
	MARITAL STATUS		10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to 10 to
CHECK (X) ONE	ARRIED SEPARATED	DELLORGED	DEO : ANNULLED
or WARRIED. INDICATE PLACE OF WARRIAGE	VINCINIA		27 Even 1931
IF DIVORCED. PLACE OF DIVORCE DECREE			DATE OF DECREE
II WIDOWED, INDICATE PLACE SPOUSE DIED			DATE SPOUSE DIED
IF PREVIOUSLY MARRIED. INDICATE NAME(S) O	F SPOUSE. REASON(\$) FOR TERMS	MATION: AND DATE(S)	
3.	MEMBERS OF FAMILY		
MAN OF SPOUSE LOWISE.	ADDRESS (No., Street, City,	lane, State)	TELEPHONE NUMBER
NAMES OF CHILDREN	ADDRESS :		SEL 166.5-
MICHAEL CALVIN	3 JAVA S. D.	PH-	14
MARY CATHERINE	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \		FE 2
LISA ANTE			FE 9 mile.
HAME OF FATHER (Or male guardian) (EVILE W. HICHS	JAVA, 5. DI	PAR. IN THE	TELEPHONE NUMBER,
HAME OF MOTHER (OF fonate guardian)  ANCELINE TO THE	ADDRESS AVA, S. DA.	ř.	TELEPHONE NUMBER
WHAT MEMBER(S) OF YOUR FAMILY HAS BEEN TOL	D OF YOUR AFFILIATION WITH TO	· · · · · · · · · · · · · · · · ·	PURPOSES
CEORRE MICHS CFUTA	<del></del>		
A. PERSON TO  NAME (Mr. Most Result) (Last-First-Middle	BE NOTIFIED IN CASE OF EM		
		RELATION	FAF K
MICHS GEORGE HOME ADDRESS (No., Street, Gity, Tone, Sta	WILSON		SRUANE NUMBER
BUX H JAV BUSINESS ADDRISS (No., Street, City, Tono,	A, S. DAIR.	. Home Itt	
BUSINESS ADDRESS (No., Street, City, Jone,	STATES AND NAME OF EMPLOYER.	. IF APPLICABLE GUSINESS	TELEPHONE & EXTENSION
TE THE INDIVIDUAL NAMED ABOVE WITTING OF Y	OUR AGENCY AFFILIATION?		
IS THES INDIVIDUAL AUTHORIZED TO MAKE DECI	SIONS ON YOUR BEHALF?		
DOES THIS INDIVIDUAL KNOW THAT HE HAS BLEN	DESIGNATED AS YOUR EMERGENCY	ADDRESSEET	
THE PERSONS NAMED IN 15EM 3 ABOVE WAY ALSO BECAUSE OF HEALTH OR OTHER REASONS. PLEASE			
5.	VOLUNTARY ENTRIES		
INDICATE ANY BANKING INSTITUTIONS WITH WHIC	H YOU HAVE ACCOUNTS		
		•	
	CONTINUED ON REVERSE SIDE	<u> </u>	•
CURRENT	RESIDENCE AND DEPENDER	NCY REPORT	
•			

FORM NO. 61 USE PREVES

CONFIDENTIAL.

## CONFIDENTIAL

STATE OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY OF THE PARTY	The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s
THE MOSE NAME (S) AND THE ACCOUNTS LE	ISTOD
HAVE YOU COMPLETED A LAST FILL AND	TESTAMENTS TEST OF THE PER IS DOCUMENT LOCATED!
MAYE TOU EXECUTED A PONES OF ATTORNS	TO THE POSSESSES THE POUR OF ATTORNEY!
TO PADDITIONAL -DATA AND/OR CONTINUATI	safely digent Box will intuition personal and financial office later habits, I Est.
2 Ken a	safely depart that with welmition
	I do the so offer hite
line my	german an promote from the
	TORY . milito S. Bok
in le fint 1	where there in the
	The state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the state of the s
Chal CEONE	E. N. Hicks (fully)
anglin	J. Hick (milke)
courtes.	L. Hicks (Uncle)
nave cities	to the lof.
,	
<u>.</u>	
•	
	·
1 1	
	•
0 2 3	
F 1	•
. 4	
	<u>,</u>
î t	
: [	
' <u>:</u>	1
<u> </u>	<u></u>
SIGNED AT	1 st In 1858 Calvin in stile
Warlington, D.C.	14 fres 1858 Calon in stake

CONFIDENTIAL

· ·

Various Pte 1960 personnel documents i.e. applications, etc